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National Association of
Sheet Metal Contractors
Eleventh Annual Convention

Proceedings



Denver, Col.

June 9th, 10th, and 11th, 1915

THE NATIONAL ASSOCIATION SHEET METAL CONTRACTORS

OFFICERS :

PRESIDENT

PAUL F. BRANDSTEDT
220 John Marshall Place, Washington, D. C.

VICE PRESIDENTS

JULIUS GEROCK, St. Louis, Mo.
GEORGE HARMS, Peoria, Ills.
T. P. WALSH, San Antonio, Tex.
PAUL L. BIRSACH, Milwaukee, Wis.

SECRETARY

EDWIN L. SEABROOK
261 S. 4th St., Philadelphia, Pa.

TRUSTEES :

J. A. PIERPOINT, Washington, D. C.
J. D. RILEY, Pittsburgh, Pa.
J. H. HUSSIE, Omaha, Nebr.
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H. W. MICHAEL, Denver, Col.
J. A. DAUGHERTY, Nashville, Tenn.
ALFRED HOLTMAN, Kansas City, Mo.
F. B. HILLER, Cleveland, O.
D. M. HAINES, Chicago, Ills.

The Headquarters of the Association are at 261 South Fourth Street, Philadelphia, Pa.

Sheet Metal Contractors throughout the country are urged to write the Association for information regarding organizing Local Associations, and the methods of conducting the same.

Individuals, firms, and corporations, where no Local exists, can become individual members of the National Association.

The next Convention will be held in Peoria, Ills., June 8th, 9th, and 10th, 1916.

GET TOGETHER
WORK TOGETHER

PLAN TOGETHER
PULL TOGETHER

SEP 25 1916

Eleventh Annual Convention

The Eleventh Annual Convention of the National Association of Sheet Metal Contractors convened in the Municipal Auditorium, Denver, Colorado, on June 9th, 1915, at 10:00 A. M., President Paul F. Brandstedt in the Chair.

The President appropriately greeted the delegates and visitors after calling the Convention to order, and called upon H. W. Michael, Chairman of the Executive Committee of the Denver Local, to introduce the Mayor of Denver.

Mr. Michael presented Hon. W. P. Sharpley, Mayor, who, in a brief, but well-timed speech, welcomed the Convention to Denver.

The President called upon John H. Hussie, of Omaha, to respond.

John H. Hussie. The ideal way for a visitor to show that he is having a good time is for him to have a good time. We have heard a great deal about the wonderful scenery of Denver from Col. Michael in the last few years, and we are absolutely inflated with it. We accept the hospitality of Denver and expect to enjoy ourselves. The host can do no more than provide; let us show our host that we do not require constant attention in order to have a good time; we are going to have it as long as our money lasts, and then we are going home.

We have not as large a gathering in this Convention as we have had at some others, because of many reasons, but we can make it the best Convention we ever had. It is not the number that counts so much, but the quality of the men—the interest the delegates take. We can make this the best Convention; if we do something, do it unanimously and together.

I have maintained that the reason nine-tenths of the laws passed in the United States today are adverse to business men is because they pay absolutely no attention to legislation until they come to pay for it. Business men do pay for legislation; they pay the greater portion of the taxes of this country. Nine-tenths of the so-called anti-trust legislation in the past ten years is detrimental to business men, and, therefore, to laboring men, for whom it purports to have been passed. The reason we have laws detrimental

to our interests is because we let Legislators believe we do not care. We do not ask for special privileges, but we do want laws that will allow a man in business to do business in an honest manner and not be continually hampered. Business men of this country have been told "don't, don't," until they do not know what they can do. This is the richest country in the world, and at the present time it is passing through what we might call a panic, and why? Simply because we have been told "don't" until the men who have money are afraid to do anything with it. It is time for the business men to declare themselves, and ask our law makers to cease passing foolish laws.

I recently cut out a little poem that I read in one of the trade papers and I think it embodies the ideas that I wish to express; it is entitled, "Play Ball."

PLAY BALL

This world's a diamond, with the bases laid
And on it life's great game of ball is played.
The teams are : Human Beings versus Fate,
And time's the umpire, watching by the plate.
We're at the bat. Our purpose o'er and o'er
To wield ambition's club and try to score,
To try to solve the curves the pitcher throws,
And lam the sphere where not a fielder goes.
Some of us seem to bat with skill immense,
Knocking long homers o'er the deep field fence,
Others bunt infield hits, but wildly race,
And beat the ball down to the primal base.
Still others, though they strive their best, no doubt,
Fan wildly at the air, and then—strike out;
Then seek the bench, downcast, with visage drawn,
Crestfallen, shamefaced, blue, ambition gone,
Or rag the umpire, growling like a bear :
"You robber! That decision wasn't fair,"
That's not the game. Be not a grouch or quitter,
What though you're not a straight 300 hitter?
You've got another chance. Stand to the plate,
Grab tight your bat, get braced and calmly wait.
Wait for a good one. Let the other rip,
And when it comes—now—lam it hard, and zip—
It's got to go. And so must you, old man,
Hike for the base. Keep going—yes, you can
Steal second—good—now easy—not too gay
There—get a lead—a hit—now you're away ;
Keep on—don't stop—don't lose that dandy stride,
You've got to beat the throw-in—slide now—slide.
Hurrah! you did it—score? Of course, you scored ;
See—there's your tally marked up on the board.
And now you'll win the game—no doubt at all ;
You just can't lose, old man, if you'll Play Ball.

The President appointed the following Committee on Credentials: George Harms, Chairman, Peoria, Ill.; J. D. Riley, Pittsburgh, Pa.; Joseph Daly, Washington, D. C.; Harry Wand, St. Louis, Mo.

H. W. Michael briefly outlined the entertainment which had been provided for the ladies, delegates, and visitors; also giving a number of places of interest, in and around Denver, that could be visited.

The President announced the appointment of the following committees:

RESOLUTIONS:—Frank B. Hiller, Chairman, Cleveland, O.; Walter Wimmer, St. Louis, Mo.; Geo. P. Werner, Galveston, Tex.; J. H. Hussie, Omaha, Nebr.; D. M. Haines, Chicago, Ill.

AUDITING:—Chas. F. Geissler, Chairman, Philadelphia, Pa.; Paul L. Biersach, Milwaukee, Wis.; R. E. Mackey, St. Louis, Mo.

President Brandstedt presented his report as follows:

PRESIDENT'S REPORT

In this, the Annual Report of your President, it is the intention to be as comprehensive and plain as possible. I will review the work as done by this office, and make such recommendations, for changes and new actions, as seem to be necessary, according to the experience gained and observations made.

The traveling done and the visits made were many, but not what was requested of this office. The closeness of the offices of your President and your Secretary afforded an opportunity to confer and plan, and, I believe, to an advantage.

TRAVELING

My traveling was as follows:

Five trips to Philadelphia, one to Scranton, one to Pittsburgh, and one to Richmond, Va. Four trips were made to Baltimore; one to Grand Rapids, Michigan, which included stops at Fort Wayne, Indiana; Cleveland, Ohio, and Pittsburgh, Pa. One trip to Peoria, Illinois, which included stops at Chicago, Illinois, and another to Fort Wayne, Indiana. The money and time, I believe, were well spent. The purpose, in nearly all cases, was organization work, and I will briefly review the same at this time.

VISITS AND THEIR PURPOSE

To Philadelphia and Scranton, Pa.:

The first trip to Philadelphia, and Scranton, Pa., was in conjunction

with the Apprenticeship Committee last July, the details of which will be a part of that committee's report. On this occasion, my first conference with the National Secretary was held, and an outline made for the year's work.

The next trip was to Pittsburgh, Pa., on a membership increase campaign, which lasted for three days, and gave us reasonably good results. Your President and Secretary, with the local members, had the assistance of three Cleveland members, namely: Mr. Frank B. Hiller, Mr. George Thesmacher, and Mr. Herman Lind.

The next important trip was made to Richmond, Va., to attend the Annual Convention of the Society for the Promotion of Industrial Education. It was an interesting meeting, but was mostly theory. The academician is in full power, and material results are slow. I will say, very frankly, that the work of our Apprenticeship Committee has had far greater results. This trip also gave an opportunity to visit the sheet metal firms in Richmond, and about twelve were called upon, and now a visit, properly anticipated by a letter, will organize that city in the near future.

In February, the Tenth Anniversary Banquet was attended in Philadelphia, and compliments are due that city and its able President.

In March, at the invitation of President George A. VanLandegend, of the Michigan State Association, I attended their meeting, held in Grand Rapids, Mich. This body did not join the National Association, but I feel that good will come of this visit, for, up to this time, an indifferent feeling manifested itself. This I believe was overcome, at least, in part, and in time they will join the National. Wish to add that every courtesy possible was extended to your President. This trip also included a stop at Fort Wayne, Ind., where the local situation was gone over with the former Local Secretary, Mr. Walter Seavey. Further, a stop was made at Cleveland, Ohio, and Pittsburgh, Pa., and at each place a conference was held with the local membership.

During March and April, Baltimore was visited, and that organization was put back into working order, with the assistance of Mr. Chas. F. Geissler, Secretary E. L. Seabrook, and Mr. John A. Pierpoint.

In April, a campaign was held in Washington, and a substantial gain was made in the membership. On this occasion we had the assistance of the National Secretary, as well as of the Editor of the *Metal Worker*, Mr. Frank K. Chew.

In May, a week was spent in attending the Convention of the Illinois State Association, held at Peoria, Ills. Your President was the guest of the Illinois State Association, and read a Paper on "State Association Work." The same was received and concurred in, with a further resolution to revise their State laws to conform with the National laws, either now existing, or to be revised. Your President was splendidly entertained, and given all the privileges of the members. Be it said that it was a mighty successful meeting. On this occasion, the new Chicago Local was also visited, and your President had the great pleasure of meeting the new members. To do this

was inspiring, and our other large Locals will have to look after their laurels or this young giant will outstrip them all.

Also visited Fort Wayne again at this time, and held a meeting there. There is a good chance to put them back into running order, and they are, in fact, reorganizing at this writing.

ORGANIZATION WORK

In July last, your President and your Secretary went over the membership situation very thoroughly; the main point being—to hold what we have. We believe this is being solved thru the most excellent work of our various committees, but still it is not enough. With that thought in mind, a letter was addressed to all Officers and Trustees requesting them to look after certain Locals in their vicinity. The result was not as good as we had hoped it to be.

The method of getting old Locals strengthened was also discussed, and the committee, or team, plan was adopted wherever this was possible. It was put into operation in Pittsburgh, Baltimore, Washington, and when the Chicago Local was organized, Mr. Seabrook was assisted by Messrs. Biersach and Harms.

In the matter of New Organization Work, we find our present system ineffective, for the following reasons: The office of the National Secretary has its work accumulating so rapidly, on account of the widening of its scope and volume of work, that it is a hardship to keep it up to date.

Next in importance is the growth of the National, which calls our Secretary to all parts of the country; in many cases, at a great expenditure of time and money. To remove this expensive system, your President recommends:—That the work be done by a District Organizer, who shall be an officer in the National Association, and who shall work at the direction of a committee—composed of the President, the Secretary, and the Treasurer. It is further recommended that the expenses be paid out of the National Treasury. This will avoid long and expensive trips, and a serious drain of time on our Secretary, and will also divide the work among our officers who will have greater interests, and must show organization capabilities. We will also have a closer touch, and a more intimate knowledge, of the progress of the Locals, and thereby be able to save many Locals from going out of existence, which is now a great weakness.

STATE ORGANIZATION

Your President has appointed a special committee for the purpose of investigating, and then to recommend, changes to this Convention as to the future and proper handling of this important question. This committee has the views of your President, and will, in due time, bring in its report. Suffice it to say: This Convention must bring this issue to a satisfactory conclusion, as the State Association question, unless handled properly, may prove a serious setback. If, however, handled properly, will prove a great help in our organization work.

COMMITTEE WORK

Too much cannot be said of what our Committees are doing. We cannot emphasize this strong enough, and if the Locals and individual members will apply the many matters coming into their hands as the result of this special work, their progress will be immensely enhanced. The various reports will speak for themselves, and your President does here, and now, thank all of our committees, in the name of the National Association, for the faithful, diligent, and consistent performance of their labors. Without this splendid help, our progress would not be possible in the measure in which we are advancing.

It is, however, necessary, for each member of a committee to help to their utmost, for to be a member of a committee means special duty and ability on the part of those selected, and its use for the benefit of the members at large, which, I am proud to say, is gladly given.

It is for us to receive the various committees' reports with a clear understanding as to their meaning and interests; and, after due consideration, act upon them as recommended, in whole or in part, within the wishes of this Convention, and then see to it that they are carried out, for this work is the meat of all our labors.

LOCAL PROGRESS

We want to bring out the progress, made by each Local, at this Convention. Those of us who did not make progress, must be put in a position where he or they can see why, and by the progress of others learn, and take this lesson, so that his Local can get the full benefit. We want to bring out why new members were gained, and again learn why not. Those who did not make progress must tell why, and the Locals who gained members must tell how. It is of the greatest importance that we grow, for growth means *strength, concerted efforts*, and its resulting material gains.

FINANCES

During the past year, the matter of money was a very difficult problem, and your President wants to urge all Locals and individual members to help to their utmost the paying of funds due, so as not to handicap the work of your officers. Here I want to say that a vast amount of Association Work was, and is being, done at no expense to the National Association. An entire committee met and did monumental work without a cent of money being spent out of the treasury. This same committee had pamphlets printed at its own expense, of which the entire membership are the gainers. Economy was practiced, and trips were dispensed with just to save money. We have, I believe, sufficient income, but it must be an income in fact, not in theory. The demands are many on your officers—so help them, for they are willing.

RESULTS

The results gained, during the year, in a constructive and material way, can be seen. It was, however, not due to this year's work alone, for it was much the work of previous years. In new organizations formed, we can point to Locals instituted in various cities, and, particularly, to Chicago, where a splendid Local is hard at work. In bringing back old Locals, a fairly good showing was made, as is also the case in strengthening old Locals. The Tenth Anniversary Celebration was a success in the cities where this was observed, and did much to bring about a realization of the possibilities of the trade bodies. It behooves us, however, to make still greater efforts, to intensify to a greater degree, before we will get the real benefit to which our work entitles us. We must put in; deposit, if you please, for no gain is made unless you hit the line. A victory without a battle is an empty honor, but a fight well fought is worth the price, no matter what the sacrifice.

CONCLUSION

In conclusion, I want to say, again, most emphatically: "mind well the various committee reports," for *they* represent the real work of the year. Listen attentively, and absorb all that is read, and be ready to assist the men who have done this work so ably, and who deserve the special thanks of this Convention. Likewise the men who at different times assisted in organization work, who did this, in a great many cases, at their own expense, with no other desire than to do good.

We want to pay our respect and appreciation to our trade papers, which did such splendid work in their ever-readiness to help and assist in the uplifting of our industry.

I can not help but pay my special compliment to our National Secretary, for the able and efficient manner in which he conducted his work, and we can compliment ourselves in having such an energetic official.

In closing, I want to say that, in spite of the discouraging general conditions, progress was made. New members were added, new Locals were organized, and the general tone and level of our trade were elevated. Let us continue in our efforts; let us try even harder, and when another ten years roll around, those of us who will still be here will see the largest, strongest, and most progressive trade organization in the land.

Extending to all the Officers, Trustees, and Members in the National my sincere thanks for your help and hearty co-operation, I beg to close my report.

P. F. BRANDSTEDT, *National President.*

The report was referred to the Committee on Resolutions.

Treasurer W. A. Fingles presented his annual report, as follows :

TREASURER'S REPORT

Balance on hand, June 13, 1914	\$ 911.01
Received from all sources during the year	2,510.24
	\$3,421.25
Expenditures during the year	\$2,753.30
Balance in Bank, June 2, 1915	667.95
	\$3,421.25

The Treasurer explained in some detail the method of handling the funds of the Association ; all payments being made direct to the Secretary, transmitted to the Treasurer, deposited in the name of the Association, disbursements being by voucher check; items for which disbursement is made is entered on the voucher ; signatures of the President, Secretary and Treasurer being required on the check.

The report was received and referred to the Auditing Committee.

The Secretary presented his annual report, as follows :

SECRETARY'S REPORT

In presenting this, my Tenth Annual Report, I shall confine it strictly to the work of this office during the year, as the reports of the various committees will show the other lines of activity.

The Cincinnati Convention directed that certain matters be taken up.

LIST OF SUB-CONTRACTORS.

A resolution was adopted asking the American Institute of Architects to insert and make a part of all specifications the following:

"The General Contractor shall submit to the architect a list of all sub-contractors whose bids he used in compiling his estimate."

The object of this is to prevent the so-called practice of peddling bids by some general contractors. This matter was taken up with the American Institute of Architects through its Secretary in Washington, D. C. The reply was that they were very glad to have this information, but suggested that a more effective way of reaching this would be to confer with the local architect direct, inducing him to insert this clause.

STAMPING TIN PLATE

Another resolution adopted was that of stamping the name of the manufacturer, base plate and weight of coating on each sheet, and that the question be taken up by the Joint Committee on Tin Plate. This committee ceased to exist some time ago. The fund originally collected and placed in the hands of that committee has been exhausted and the manufacturers on the committee, with the exception of N. & G. Taylor Company, did not desire to continue the same. Hence it has been impossible to take the question up with the Joint Committee on Tin Plate, because there is none.

Unfortunately there is no distinct organization of manufacturers and jobbers of tin plate. The Metal Branch of the National Hardware Association is composed of firms interested in the manufacture, jobbing and sale of sheet metals. As most of the tin plate manufacturers belong to this Metal Branch your Secretary asked that body at its meeting in Pittsburgh, May 21st, if it would be willing to appoint a committee to act with a like committee from this Association and to be known as the Joint Committee on Tin Plate. I have never been officially advised as to the action taken on this request, no published report of that meeting that I have seen mentions this communication, and I am therefore under the impression that such a committee was not authorized.

METAL TRIM

The erection of metal trim has received considerable attention during the year. This was one of the question acted upon by the Cincinnati Convention, and your Secretary was directed to take the matter up with the manufacturers and the American Institute of Architects, representing to them that we consider it unfair to sell to carpenters or general contractors, and for the architects to make specifications that admit of this work being classified other than under the heading of "sheet metal work."

As this subject was presented to the manufacturers last year, with rather unfavorable results, it was not taken up with them again. It seemed that our activities, for the present, at least, had better be turned in another direction.

The substance of the resolution adopted by the Cincinnati Convention was submitted to the American Institute of Architects through their headquarters at Washington, D. C., and referred to the chairman of the Committee on Contractors and Specifications. The following reply was received:

"While there has not been time to give any extended consideration to the matter, it was believed that the questions you raise in connection with the erection of metal trim are ones decided by the individual architect at the time of the preparation of specifications in specific cases. The Institute is glad to have your suggestions, however, and they will be carefully borne in mind."

There are 8,000 architects in this country. How many of them would ever have a chance to specify metal trim is, of course, unknown to this office, but it must be relatively small. For this reason it seemed futile for

National Headquarters to present this question to the architects by correspondence, but left it to the Local Organizations for a personal interview with the architects in their respective territories.

Our work with the Metal Trim Question is still in progress. It is well known that there is a contention between the Union of Carpenters and Sheet Metal Workers, over this class of work, the latter contending it is their right to do the erecting.

Your Secretary has had some correspondence with John E. Bray, Secretary of the Amalgamated Sheet Metal Workers' International Alliance, requesting such data as his Union may have compiled relative to the efficiency of the sheet metal mechanic in erecting metal trim as compared with that of the carpenter. The contention of the manufacturers, and some others, has been that the carpenter has been more efficient in this respect than the sheet metal mechanic. Facts to prove the fallacy of this contention were sought. Secretary Bray furnished a list of 64 buildings erected in 14 cities in which the metal trim was installed by sheet metal mechanics, evidently to the satisfaction of the owner, architect and contractor.

Owing to the lateness in the Association year, when this information was received, it has not been possible to obtain corroborative evidence from the contractors and architects as to the satisfactory manner in which this work was installed. Just as soon as time will permit this evidence will be sought, so far as possible, from the contractor and architect of these respective buildings as to the manner in which the metal trim was installed. This will be done, not because there is any doubt as to the workmanship, but to clinch our argument and position with indisputable evidence from the two parties most concerned—contractor and architect—that the work was properly done and that the sheet metal mechanic is just as efficient with this class of work as the carpenter.

Summing up the situation of the erection of metal trim, it seems that the securing of this class of work will depend almost entirely upon the activities and push of the sheet metal contractor. He can hardly expect this class of work to be handed him without any effort on his part, any more than he can any other lines of work. It is largely up to the sheet metal contractor to demonstrate to the architect and general contractor that he can do this work. In other words, the sheet metal contractor must go after it.

TENTH ANNIVERSARY CELEBRATION.

The Cincinnati Convention recommended that the Tenth Anniversary of the founding of the National Association be appropriately celebrated in some form by each Local during the month of February, the celebration to be on or as near the 22nd day of that month as possible. The Tenth Anniversary was quite generally celebrated, a number of the Locals holding banquets in honor of the occasion.

LIABILITY INSURANCE

Our liability insurance feature has been patronized by a number of the members during the year. In many cases a substantial sum has been saved

to the insuring member. It has brought new members into the Association and been the means of others retaining their membership. I believe it wise to continue this feature. The present plan brings some revenue to the Association and is of decided benefit to those who take advantage of it.

"COST OF CONDUCTING BUSINESS" LECTURE.

In connection with organization work and visiting different Locals, where such opportunity offered, the lecture on "The Cost of Conducting Business," illustrated by our Association Chart, was given. Thirty of these lectures in as many different cities were given during the year to audiences varying in size from a very few to more than fifty. The extent of territory covered by these lectures was from the Hudson River to the Mississippi, and North of the Ohio River. These lectures have been well received and very much interest taken in the subject.

INCREASED MEMBERSHIP CAMPAIGN.

In connection with the celebration of the Tenth Anniversary it was the sentiment of the Cincinnati Convention that an effort should be made to secure a very substantial increase in membership before the Denver Convention, and that the slogan in this respect for the year should be "One Thousand New Members for 1915".

While this was rather a high standard to be attained, your President and Secretary entered very enthusiastically and earnestly into the work for its accomplishment. During one of the visits of the President to Philadelphia, in July, the plan of securing this 1,000 new members was taken up very methodically. The condition of each Local was given careful individual consideration. It was planned that the Local organizations secure 500 additional members; 400 was allotted to organizing new Locals, and that an effort be made to secure 100 additional individual members. A specific number was apportioned for each Local, due consideration being given to the membership available for that particular Local. Very early in the Association year each Local was advised as to the increased membership campaign, and an effort made to impress each Local with the responsibility that rested upon it to secure its allotment of the membership increase assigned to it. The first announcement was followed with several other communications during the year, each urging the particular Local to fulfill its allotment.

There is no information at hand as to how seriously this was taken by the different Locals or how diligent they were in trying to secure the number of new members assigned. Pittsburgh, Washington, Cleveland and Milwaukee reported an organized effort to secure their allotment. Beyond a very few there is no information at hand as to whether the different Locals made an effort to help secure the increase desired. Whether it was taken very seriously by the great majority can be questioned from the fact that the increase reported from the Locals, with very few exceptions, is extremely meager. No Local secured the number of increased members assigned it. In many cases where increases were assigned the reports show a decrease.

Our individual membership increase did not, by any means, measure up to the number assigned for this work; the failure was not due to any lack

of effort, however. It must be remembered that the only method we have of securing individual members is through correspondence. It is impossible to come in personal contact with this class of prospective members and solicit their membership. No effort, during the year, has been spared to retain and increase this class of members.

ORGANIZATION WORK.

The effort in this direction has been as great, if not greater, than in previous years, although the time devoted to it was limited for several reasons. It must be borne in mind that business depression has a like effect upon trade organizations. This fact should be considered in connection with the Local work mentioned above to increase the membership. During the summer and fall months it seemed almost impossible to find any evidence among the trade of a desire to consider forming Local Associations. During December the sentiment seemed to suddenly change, and there was evidenced a keen desire to come together and consider the matter.

The territory upon which our organization efforts centered was in the States of Ohio, Indiana and Illinois. A great deal of time was spent in Indiana and Illinois during the months of January, February and March. There was no trouble to get the firms together; everybody said it was a good thing, but the sticking quality in some of the places organized did not seem to be very lasting. For instance, in Sandusky, Ohio, and Champaign, Illinois, organizations were formed with every evidence of success. From the organization meeting until this day it has been impossible to get a letter from the officers elected or from any firm in either of these places. One Local in Illinois voted to unite with the National, but later stated that on account of some expenses they were not able to come into the National.

The response to our efforts in holding organization meetings was never more generous than this year, but another feature has also developed. There seems to be a disposition to accept everything from the National connected with organizing Locals, putting them on a substantial basis, giving them a working plan, doing for them what they could not or would not do for themselves, and then to question the advisability of doing anything more than to isolate themselves. This condition has been more noticeable this year than before.

During the year seven Locals have affiliated with the National: Trenton, New Jersey, reorganized; Rockford, Chicago, Ottawa, Illinois; El Paso, Texas; Warren-Niles, Ohio; Anderson, Indiana. The strongest feature of our organization work this year was that of bringing all of the different branches of the trade together in Chicago, and organizing these as the "Allied Sheet Metal Contractors' Association of Chicago." This Local is doing well and in the very near future seems destined to take a leading part in our National Association.

Efforts have been made to secure the organization of the allied branches of our trade in New York City along the same lines as in Chicago. A great deal of interest has been manifest in the movement, and we have good reason to hope that New York City will be organized in a short time.

An organization, with the assistance of some of the Pittsburgh members, was formed at Beaver Falls, Pennsylvania, known as the Beaver Valley Association. The organization of this Local is the direct result of the efforts of the National. Up to date they have not affiliated, but have promised to do so.

Troy, New York, was permanently organized about the first of April. The officers of that Local desire affiliation with the National and will use their influence to that end.

Summing up our organization work for the year, while we have reason to congratulate ourselves upon what has been done, we must also express some disappointment at the failure of several cities to go on with their organization or to affiliate with the National Body when organized. In this connection Galesburg, Pekin, Joliet and Kankakee, Illinois; Lafayette and Kokomo, Indiana; Ashland and Sandusky, Ohio, might be mentioned.

During the year \$592.97 was expended by your Secretary for organization work. The admission fees, together with the per capita tax secured and to be secured from the new members, and the Local revived, will nearly equal this amount. In other words, nearly all amounts expended in this work have or will come back to us during the year. The statistical table herewith presented will show the members secured during the year, together with the exact condition of each Local Association, so far as the Local Secretary has given his report on the new blank forms.

In this connection it might be well to raise the question, whether the efforts during the coming year should be devoted to organizing Local Associations or make the attempt to organize State Associations and let the State carry on the Local Organization work. I sincerely trust that this Convention will give very serious consideration to the matter of organization work for the coming year. Beyond any question this is one of the paramount issues before us. We must remember that there is a constant loss of membership which is unavoidable.

A careful study of the reports received from the Locals will show, in some instances, a large number of delinquent members or those dropped for non-payment of dues. One Local sends a total enrollment during the year of 48, while 24 of these are either delinquent or were dropped for non-payment of dues, and per capita tax paid on 24.

EFFORTS TO RETAIN MEMBERS.

What can be done to prevent this drift of membership from the Local Association? Is the fault with the Local in not using persistence in retaining its membership, or is it a weakness in the individual member allowing himself, carefree, to be placed in the unenviable class of "delinquents" or "suspended?" Is it not possible to appeal to the pride of at least a certain number of this class to keep themselves in good standing? Would it be possible to turn some of the energies toward preventing lapses of membership as well as securing new members? Is it not worth while to use every effort to retain the member as well as secure him?

A careful study of the statistical part of this report will show that many Locals instead of increasing the membership, as they were urged to do, in the increased membership campaign, have hardly held their own, but have actually lost members. However, there are some encouraging bright spots: Among these, Cleveland heads the list with a net increase of 22 members. Syracuse and Washington, each 7; Peoria, 5; Milwaukee, 4; Trenton, 4; Pittsburgh, 12.

As this report is written, about 25 Locals have neither remitted per capita tax, nor sent reports, so that it is impossible to make a comparison between gains and losses. The State Association of Wisconsin and Illinois report individual members this year, which is a distinct gain.

Owing to the date of our Convention the time for effective organization work is necessarily limited. After the Convention the summer months come on, when there is a laxity of all work of this character. During the months of September, October, November and a portion of December, most of the shops in many sections of the country are exceedingly busy and hardly find time to take up the subject of organizing new associations. This brings us to about the first of the year when it is opportune to hold meetings and attempt organizing. About the first of May it is necessary to give up this work entirely in order to prepare for the Convention. This is not a plea for a change in the Convention date, but to explain the very short time of the year we have for visiting different cities to organize.

CORRESPONDENCE.

The correspondence during the year has shown a substantial increase. The fact that we have spent \$200.00 for postage, etc., will give some evidence of the great amount of mail matter that has been sent out by National Headquarters, most of it under first-class postage. As our Association grows it must be apparent that your Secretary has less and less time to devote to work at distant points from the office. The correspondence and office work is constantly increasing in volume, and much of it is of such a character that it requires his personal attention and cannot be delegated to anyone else.

The number of committees are increasing; they have been more active this year than ever, and our office has handled the distribution of the information prepared by the different committees. When the work of a communication from a committee requires the preparation and sending out of something like 250 copies, some idea may be had of the quantity of work disposed of in the office of the Secretary.

So ends the tenth year of our Association. We may frankly confess that we have not attained all that we set out to accomplish. We set the mark high, higher indeed, perhaps, than we expected to reach. If we have failed or made mistakes during the year, let us all take courage that we see these and can profit by them in our future work.

I cannot close this report without acknowledging the assistance given me by the National Officers and many Local Secretaries. I certainly feel that the energy and enthusiasm displayed unflinching during the entire

year of our National President is worthy of special commendation and I should be ungrateful if I did not in some way express my appreciation for the hearty support and co-operation which I have received from him and the other officers during the year.

In connection with the foregoing report, the Secretary gave a detailed statement of the receipts and expenditures, showing the receipts from Local and individual admission fees, per capita tax, etc.; the amount expended for organization work, committee work, offices of the Secretary and president, printing, postage, etc. He also presented the roll of Locals, giving, so far as reported by the Local Secretaries, the number of members in good standing, new members, delinquent for non-payment of dues, dropped for non-payment of dues, expelled, retired from business, deceased, etc., and the net increase or decrease. A like report for the individual members of State Associations was also given. It was noted that some Local Secretaries, in remitting per capita tax, had not sent the membership report on the blank form. The number of delinquents was duly noted, and raised some discussion as to the best method to prevent members becoming delinquent in dues to the Local Association, and also to retain the present delinquents, by inducing them to place themselves in good standing. One delegate suggested the National Secretary write each delinquent. This idea had already been acted upon by the Trustees at their meeting the previous evening, so instructing the Secretary.

The report showed that the State Associations of Illinois and Wisconsin paid per capita tax on the individual members. The San Antonio Convention of the Texas Association left it to the National Secretary to collect the 1915 per capita tax from the individual members in that State. The State Association, by action of the San Antonio Convention, acknowledged the obligation of the unpaid 1914 per capita tax, and promised to remit the National Association for the same.

The report for the individual membership class gave the number in good standing, the delinquents, number admitted to this class during the year, resignations, deceased, transferred to Local and State Associations.

The report of the Secretary was received, the financial part

being referred to the Auditing Committee, and the explanatory to the Committee on Resolutions.

The President stated that as the relations between the National and State Associations presented some problems which ought to be settled at this time, he had taken the liberty, several weeks before the Convention, to appoint a special committee, consisting of John H. Hussie, George Harms, and Paul L. Biersach, to gather data on this subject, and that this committee would present its report some time during the afternoon; that any suggestions along this line could be handed to the chairman, John H. Hussie.

The Convention recessed until 2:00 P. M.

WEDNESDAY AFTERNOON

The Convention reconvened at 2:00 o'clock.

The Committee on Credentials reported twenty-two Locals and two State Associations represented, no contests, and all Credentials found in order. The committee, reported, however, that some delegates had been elected to represent both their Local and State Associations, and suggested that it was a question for the Convention to decide whether a delegate could represent both his Local and State Association.

The President ruled that it would be necessary for such delegates to choose which they would represent—the Local or the State—as the same delegates could not represent both, and would be entitled to but one vote.

The report of the Apprenticeship Committee, in the absence of the chairman, was submitted by George Harms, as follows:

REPORT OF APPRENTICESHIP COMMITTEE

Your committee appointed at Washington, D. C., June, 1913, have the following to report:

From June, 1913, to June, 1914, as reported at the Cincinnati Convention, your committee sought information obtainable on the subject assigned it, viz: The proper education of the apprentices and other employees. Members of the committee attended lectures by the most progressive educa-

tors, meetings of other associations where the subject was discussed, and interviewed individuals who were interested in this class of work, and the result proved that our National Association had work to do to keep abreast with other associations in this commendable work, therefore in the judgment of your committee the following are the important points that need individual and collective attention.

Immediately following the Cincinnati Convention of 1914, your Educational Committee consisting of

Otto E. Cluss, St. Louis, Mo.

George Harms, Peoria, Ills.

J. A. Daugherty, Nashville, Tenn.

E. T. Wilkinson, Philadelphia, Pa.

Rob't J. Braley, Providence, R. I.

Paul F. Brandstedt, Washington, D. C.

E. L. Seabrook, Philadelphia, Pa.

J. D. Riley, Pittsburgh, Pa.

B. F. John, Philadelphia, Pa.

met by previous arrangement in Philadelphia, and for two days went over the subject matter of the course as previously presented by the Correspondence Schools. From Philadelphia the Committee visited the International Correspondence School at Scranton, Pa., and for three days carefully planned a course that would be suitable for the employees of the Sheet Metal, Furnace and Range, and Roofing trades.

The outline of this course has been used as a standard in passing on the various Correspondence School courses that have been forwarded to the committee requesting the endorsement of our National Association.

It might be well to add that the courses approved by the National Association Officers at the request of the committee, to the present time are

The International Correspondence School, Scranton, Pa.

The Grey School, New York City

The National School, St. Louis, Mo.

RESTRICTED APPRENTICESHIP

The employer must at once throw aside the theory, for that is all it is, that apprentices are hard to obtain; patience and a study of applicants have proven this theory wrong.

The employer in the sheet metal, roofing, and heating trade must realize that he is in part responsible for the social conditions in his community, just as much as any other social organization, trade organization or individual in his community who are engaged in the general uplift, and when he realizes this to be a fact and gives his assistance, the estimation of his neighbors of him, as a tradesman, will rise; on the other hand by shirking the education of apprentices, he assists in increasing the street corner loafer who graduates into the criminal class. No declaration from organizations, employer or em-

ployees for a limitation in number of those who desire to learn our trades, by study and actual practice, can be heeded by our organization if we ever hope to bring it on the level with the highest attainment possible for business men, a broad fair-minded business organization.

The statement that to educate too many in our trade, will work a hardship on those engaged in it at present needs no greater denial than to draw a parallel and to point to the ever increasing employer, who though small, shares without restriction the employers rights, and were it not that he does not heed other right principals, the majority would succeed in greater measure than at present, and a study of labor conditions will prove that a good mechanic, especially one who has studied when compelled to, will more easily and does, avail himself of another opportunity in a different line, merely because of his ability as a student in a mechanical trade. Comparatively few men have become "driftwood" because they studied a practical trade, but many men who had not the opportunity or did not study, were outcasts merely for the want of one studious principle.

Each Local Association has received the report of your committee in printed form and to what extent the committee's recommendations have been carried out may be learned from three different sources.

FIRST—DAY SCHOOL

Philadelphia, Pa., has a day trade school in which each boy is allowed one day a week to attend school. The Local Association in the beginning, September, 1914, looked askance at the prospect, yet at a recent meeting of the employers, supplying the fifty-five (55) boys in the class, not one would have his boy return to the evening school. The reasons for this are given as:

1. Unimpaired eyesight, daylight to study.
2. English, science, arithmetic, and government are included in the course.
3. One continuous session of 6½ hours, in which more is learned than in one month of evening study, proven by actual examples.
4. Practical mechanics in one-half the time.

York, Pa., has a day trade school, under the guidance of the Pennsylvania Manufacturers' Association, a live wire.

Pittsburgh, Pa., with its Carnegie Technical school will soon round into the finest school for our trade.

Texas has started, Illinois also in spots, St. Louis and Missouri fast organizing the educational system, and it is possible during the next year, or two, to hear of all these developing into the Day Trade School, the cheapest, the best, and the ultimate goal of all who care for skilled faithful mechanics.

SECOND—EVENING TRADE SCHOOL

A number of those, in fact all mentioned above, have evening trade schools, and as the bulk of the responsibility is left with the student, perhaps we can only give credit to the boy who makes a skilled mechanic, because

he alone made the sacrifice, but he is only in the vast minority. Compulsory education is what we must have in our trade if we wish to keep abreast of the vast strides it is taking.

THIRD—THE CORRESPONDENCE SCHOOLS

A report of one Correspondence School, as a result of the committee's report, shows a renewal of interest from former students and an additional enrollment of twenty.

In the Central States the Correspondence School speaks well of its enrollment, and this school with the field it has before it, will no doubt gain many individual scholars.

While your committee expected more, it is satisfied with the beginning, and if it has accomplished the purpose it was intended, to interest the employer for the employee who desires to progress, it need not worry about the future result, because as in other manufacturing lines, the man who adopts this plan is usually the successful man in the end.

But what of the employer? One of the committee in his earnest effort to do his share, and he did a large share of the work, figured that we had not accomplished all the start needed, and in a few words his recommendation to the employer might be summed up in these words "Remove the mote from thine own eye, and then thou shalt see clearly to remove the mote from thy brother's eye." In other words, his thought was "Why not also prepare a course of business education for the employer," and gentlemen, that is what is being done; for the sheet metal worker, roofer, and heater and range man of the future must be a real business man to succeed.

This you might say is the beginning of the second year in which our organization, as an organization, has considered the vocational educational problem, and your committee would recommend that the National Officers obtain from each Local Association just what it has accomplished in this line in order that a statement can be published.

In conclusion your committee would recommend that no matter where the Convention is held in 1916, that an extensive plan of exhibition of the work and models of all vocational schools be held and prizes be awarded for individual and class effort.

George Harms. In addition to this report I might speak of the very great interest that has been taken in the work of the committee by its chairman, B. F. John, Philadelphia, and Otto E. Cluss, of St. Louis. I think they are entitled to special mention. I do not wish the other members to feel there is any reflection passed upon them, because we all realize that these two men spent a great deal of time investigating what can be done to bring about proper results. The apprenticeship education is a matter that is very close to all of us. If we wish to make the most out of our business, we must consider the apprentice; he is our future mechanic; we cannot do good business without good mechanics. Later these apprentices will take our places and do the business in the future that we are doing at the present time. The committee spent three days at the International Correspondence

School, Scranton, Pa., going through the School and getting all the facts possible. The committee did this work believing that what was to be accomplished for the Association was benefitting them fully as much, or more so, than the members of the Association. The education that we receive from attending the committee meetings and doing the work of the committee has more than paid us for the time we have spent.

D. M. Haines. In Chicago we are very much interested in this subject, and our Locals have considered it for two or three years, and good work is being done. If it is possible I would like to have you consider a representation from Chicago, if a new committee is to be appointed.

The report was received, and referred to the Committee on Resolutions.

In the absence of the chairman, the report of the Overhead Expense Committee was submitted by J. D. Riley, as follows :

REPORT OF OVERHEAD EXPENSE COMMITTEE

Your Committee on Overhead Expense, by its Chairman, begs leave to submit its first annual report.

There is no greater necessity in the management of any business, than a thorough understanding of the expense necessary to its operation. The necessity for this understanding has always existed, and the evolution in business makes the necessity greater and greater each year, yet it seems quite evident many Sheet Metal Contractors have given the matter but little thought.

Overhead expense is one of the most important, if it is not the most important, question in all commercial enterprises, for upon an accurate understanding depends the success of the venture, and there can be but little doubt that the present unsatisfactory condition of prices throughout the country, is in a great measure directly chargeable to a lack of understanding on this most important matter of business management.

Much has been written on the subject of Overhead Expense, and several methods for calculating it have been submitted, but a careful and thorough examination has demonstrated that most of them are not accurate under any and all conditions, and after several years of practical application and study of the subject there can be no reasonable doubt that the correct way to calculate Overhead Expense by the Sheet Metal Contractors doing a general business, is by a percentage on the Productive Pay Roll.

There may be establishments manufacturing specialties where other methods are practicable, but Overhead Expense is such an important and vital question that it would not seem wise to take up its application in the several branches of the trade at one time, and this report is confined to its treatment for that large majority of shops, namely, those doing a General Sheet Metal Business.

NECESSITY FOR ACCURACY.

Fully as important as calculating Overhead for the various estimate and charges of the year's business, is to get the correct amount of the yearly business expense. Too great a stress cannot be laid on the necessity for accuracy in this part of the subject, for certainly there is a woeful lack of understanding as to what items of expenditure should be included, and it would seem in some cases, no understanding at all.

Every sheet metal shop, great or small, has an Overhead Expense, and there are no exceptions.

ITEMS COUNTED IN OVERHEAD EXPENSE.

Generally the items constituting this are, as follows :

Rent.

Insurance (Fire, Liability, Accident, etc.)

Taxes (Water, City, County, State and Federal).

Advertising.

Telephone and Telegraph.

Printing, Stationery and Postage.

Trade and Daily Papers.

Legal Expense (Attorney's Fee, etc.).

Shop Supplies (Oil, Gasoline, Charcoal).

Lost Time of Mechanic (Time paid for but not chargeable to any work).

Allowance (Where a reduction must be made in order to get a settlement).

Care Fare (Where not charged on work).

Freight (Where not added to cost of material).

Hauling (Where a wagon or truck is owned by the establishment, this would include all the cost of operations, such as driver's wages, feed, repair, shoeing, license, depreciation, etc.).

Light (Gas, Electricity, etc.)

Heat (Gas, Coal, Steam, etc.).

Power (Gas, Coal, Steam, Electricity).

Charities, Donations.

Dues (Trade, Organizations, etc.).

Depreciations (On Tools, Equipment, etc.).

Bad Debts.

Collections.

Mercantile Reports.

Salaries (Money paid to those for whose services a charge is *NOT* made; for instance, Bookkeepers, Stenographers, Porters, Errand Boys, Managers and Owners, where the latter does not work on a job; where he works part time the money he gets for the time he does *NOT* work, should go in this item).

There may be local conditions where it may be necessary to add to or take from the above items, but as a rule the above list of expenses incident to the conduct of a business will be found very comprehensive.

The item of Interest on Investment has not been included as it is not

an item of expense. Money is invested in a business with the expectation of gain, and generally with hope of a greater percentage of gain than can be realized by using the money otherwise, for this purpose the risk was assumed, and there is no logical reason why the business should be surcharged with the item. Money is invested in the stock of a Corporation with the expectation of receiving dividends. Money is loaned on a mortgage with the expectation of receiving interest; if the dividends or interest are not paid, the money invested has not earned an income; just so it is with the money invested in a business; if the business is successful it pays an income; if unsuccessful it does not. Railroads, banks and large corporations do not include interest on investment in the expense of doing business.

Attention is called particularly to the last item in the list. Salaries, one of the largest and perhaps the most important of all the items of expense. Experience has shown that there is much carelessness in keeping this item accurately; more especially is this true of the smaller shops where the proprietor works, or works part time. Charging the money drawn by the "Boss" to the Pay Roll account, when it should be charged to Salaries and vice versa works a material change in the Overhead percentage.

Most Sheet Metal Contractors take stock and balance books yearly, and but few use a shorter period of time. Taking the yearly period and assuming that the true amount of Overhead Expense has been ascertained, the next great problem is how to distribute a like amount proportionally on the various charges and estimates that go to make the succeeding year's business, it being customary to accept the data of the past year as a guide for the succeeding year's business.

FIGURE OVERHEAD ON PRODUCTIVE PAY ROLL.

This report previously stated that the correct way to calculate Overhead by the Sheet Metal Contractors, doing a general business, is by percentage on the Productive Pay Roll. This statement is repeated, and the most careful examination of the substantiation of the statement is invited.

The proof of the above statement is most clearly shown by the following problems, originating with the Price Committee of the Pittsburgh Local, and used by them for demonstration purposes, and which have been quite extensively published in Trade Papers throughout the Country. These problems are based on two methods of calculating Overhead: Problems No. 1 and No. 2, by a percentage on Productive Pay Roll, and Numbers 3 and 4 by a percentage on the Gross Business. All the problems are based on the same data, and if a careful study of them is made it will be found beyond doubt that where Overhead is calculated by a percentage on Gross Business for any estimate or charge where the proportions, as between the amount of the estimate or charge (which represents Gross Business), and the labor, differ from that upon which the data was determined, the Overhead cannot be correct, and practice shows that in the business of an establishment doing a general line of work, but few estimates or charges are at the exact proportion. On the other hand, let those proportions be ever so great, Overhead calculated on the Productive Pay Roll will be correct. The following are the data for the problems:

DATA

Gross Business for year	\$30,000.00
Business Expense or Overhead for year	6,000.00
Productive Pay Roll for year	10,000.00
Percentage of Overhead to Gross Business	20 per cent
Percentage of the Overhead to Productive Pay Roll	60 per cent
Proportion of Gross Business to Productive Pay Roll	3 to 1
Profit on Gross Business	25 per cent

PROBLEM NUMBER 1.

Problem showing correct method of counting Overhead, namely, by percentage on labor.

\$ 32.50 Galvanized Iron, etc.	
50.00 Labor.	
30.00 Overhead, 60 per cent. of labor.	
37.50 Profit, 25 per cent. of \$150.00.	
\$150.00 Amount estimate of gross business.	

PROBLEM NUMBER 2.

Problem showing change in proportions by substituting copper for galvanized iron, assuming copper to be six times the value of galvanized iron, and counting overhead by percentage on labor. This change of material is made in estimating work quite frequently, and practically the labor on both is the same.

\$195.00 Sheet copper, etc.	
50.00 Labor.	
30.00 Overhead, 60 per cent. of labor.	
91.67 Profit, 25 per cent. of \$366.67.	
\$366.67 Amount of estimate or gross business.	

METHOD OF DETERMINING THE PROFIT FOR PROBLEM NUMBER 2.

Any estimate is composed of four items, material, labor, overhead and profit; therefore material, labor, overhead, profit, equals 100 per cent.

We have given the material, labor and overhead; we want 25 per cent. profit. Then 100—25 leaves 75 per cent., and 75 per cent. equals the material, labor and overhead. Material, labor and overhead amount to \$275.00, \$275.00 being 75 per cent of the amount of the estimate.

Divide \$275.00 by 75 per cent. or .75 which gives \$366.67 and 25 per cent. of this or \$91.67 is the profit.

PROBLEM NUMBER 3.

Problem showing method of counting overhead by percentage on gross business.

NOTE—And the only way it can ever be correct: namely, when the proportions of the items are similar to those upon which the percentage was determined.

\$ 32.50 Galvanized iron, etc.
 50.00 Labor
 30.00 Overhead 20 per cent. on gross business, \$150.00
 37.50 Profit, 35 per cent. on gross business, \$150.00

\$150.00 Amount of estimate or gross business.

PROBLEM NUMBER 4.

Problem with the change as in problem Number 2, and counting Overhead by percentage on gross business.

NOTE—The proportions of the items are not now similar to those upon which the percentage was determined and the overhead cannot be correct.

\$195.00 Sheet copper, etc.
 50.00 Labor
 89.09 Overhead 20 per cent. on gross business
 111.36 Profit, 25 per cent. on gross business

\$445.45 Amount of estimate or gross business

METHOD OF DETERMINING THE PROFIT & OVERHEAD FOR PROBLEM NUMBER 4

The operation is exactly the same as in Number 2; material, labor, overhead, and profit equal 100 per cent.

We have given material and labor; we want 25 per cent. profit and 20 per cent. for overhead, amounting to 45 per cent.; 100—45 leaves 55; 55 per cent. equals material and labor. Material and labor amount to \$245.00 being 55 per cent. of the estimate. Divide \$245.00 by 55 per cent. or .55 which gives \$445.45, and 20 per cent. of this or \$89.09 is the overhead; 25 per cent. of \$445.45 or \$111.36 is the profit.

Your Committee are of the opinion that too much publicity cannot be given this very important question, and they recommend that this report be put into printed form, and mailed to the members, that they be given a better opportunity to study it, and guide them in the proper method of taken care of their Overhead.

Alfred Holtman. I think this is a very good report, but there are several items that should be emphasized, one of which is waste material in the shop. The best mechanics make mistakes, and nothing can be done with material so wasted. There is the item of lost and stolen tools. It costs me about \$200 a year for tools that disappear.

R. E. Mackey. I would like to know if the majority of the delegates agree with the advice of the committee, to base the overhead expense on the pay roll. I believe this idea comes from the East and perhaps other sections of the country think that is the proper way to figure overhead. I have given the matter a great deal of thought, but cannot see it in that light. I can't see how overhead expense can be based on the unknown quantity of pay roll. The number of pounds of iron in a cornice can be ascertained, but I defy any man to say how many hours it will take to put it up. Suppose you base your overhead on pay roll and make a mistake. I think the overhead expense should be based on the total amount of business.

E. B. Langenberg. Answering Mr. Mackey's statement about basing overhead cost on productive labor, this could be very well worked if labor were a constant factor, but on the average you do not keep the same men employed on a certain class of work all the time. We have been working on this in St. Louis and I find that regardless of the size of the shop or the bulk of business the overhead is more than twenty per cent.

H. H. Bain. I think the business should be divided into pay roll overhead and merchandise overhead. I do not think any business can tell positively that the overhead is so much on any contract. If you put it all on merchandise I think it will be just as wrong as if it were all put on the pay roll.

George Harms. I think the question of overhead, whether based on labor, or material, or otherwise, can best be figured by the individual; the conditions of our business are not alike. Our main object is to get the sheet metal contractor to understand that he must figure an overhead expense. We should give this matter of overhead expense very careful consideration; if we do this, there will be less failures and more success.

John H. Hussie. I think this is the most important thing that confronts our membership. The difficulties that all Associations experience is that until a year or two ago the large majority of members figured no overhead whatever. Even in the manufacturing end, until a short time ago, there was lamentable ignorance on the part of the manufacturers of this subject. I think Mr. Harms struck the right keynote when he said the principal thing is to get the man, and I include myself, to understand that he must figure overhead expense. There will not be so many failures, and the sheet metal contractor will not be as likely to figure at a loss if he will include his overhead. I do not think you can base your expense on one year's business; it should be figured on at least three years. When you get to the end of the third year there ought to be some idea as to the cost. One year may be very good, another bad, but taking an average, one can arrive at a very satisfactory result. My opinion is that the system of figuring a certain percentage on material and labor is the best for the small shop.

J. D. Riley. Overhead expense has been a problem that all have been trying to dodge, but we must face it now. In Pittsburgh we claim that overhead expense should be based on the payroll. We figure that it takes from fifty to sixty per cent. of the pay roll to conduct business, and, in addition to this, we must add our percentage of profit upon the material, as well as on the labor and overhead expense. There have been jobs in our city, where the labor amounting to something like \$30.00, and material \$2.00 or \$3.00, have demonstrated that if the overhead expense had been based at the regular percentage upon material and labor combined, these would have been done at a loss, but basing the overhead on productive pay roll produced a profit. One gentleman said that labor is an unknown quantity; we have to agree with him to a certain extent, but if a man makes a mistake of \$100.00 on the amount of labor, it is pretty nearly time he was getting an assistant in making up his estimates. I am far from an expert, but I have never made

such a gross mistake as that. If you base your overhead on the productive pay roll you will not come far short.

Walter Wimmer. I think if we could get everybody engaged in the sheet metal business to figure overhead cost on the same basis, we would have less trouble with our contracts. I have always based the percentage of overhead on the amount of work done. At the end of the year I know how much has been done and what the overhead expense has been.

George P. Werner. I learned my trade in 1868; I have had as high as forty-eight men and at other times one man. I always charged the same price and thought I was making money, but at the end of the year I found I never made anything. In 1908, I joined this organization, going to the Chicago Convention, I have attended all the Conventions since then, except Omaha, when sickness prevented. Ever since I joined the Association I have kept track of everything I do, every nickel I collect or spend, and have been making more money every year. Since I have been doing this I have been making money enough to enable me to go to all the Conventions.

A. I. Willis. Within the last eighteen months three mechanics have left me and started in business for themselves. They are today my worst competitors, because they do not understand overhead expense, and we must educate them to this the same as we have educated ourselves. I believe if the ideas that the committee has set forth, and the different ideas and views of the members that have spoken this afternoon, could be brought together and some comprehensive methods submitted through the Association to all the Locals, it would be one of the very best means for advancing our interests to a more profitable line of work. The night after our National Secretary visited our Local in January, and lectured from the chart, three of those present came to me and expressed the wish that the data on the chart could be put in such form that they could look at it occasionally. They could not remember all of it, but believed it was a good thing, and would like to have it printed so that it could be consulted when needed.

W. A. Fingles. This same idea of having the chart used by the National Secretary reproduced was mentioned by our Local Secretary at one of our meetings. I agreed with him, and that the matter on the chart be put on the back of the application blank, also reproduced on circulars, so that members could study it at their leisure.

President Brandstedt. The Overhead Cost Committee is just beginning to work. At the present time we are working out a system of book-keeping which will enable the books to be kept in simplified form, instead of four books and a complicated system there will be but one. I hope we will have it ready by the first of the year.

The report of the Committee on Overhead Expense was adopted.

The report of the Lecture Committee was submitted by Frank B. Hiller, as follows :

REPORT OF LECTURE COMMITTEE

As a member of the so-called "Lecture Committee" it has fallen to my lot to submit a report of the activities of that body, and to offer any comments or suggestions germane to the subject. It will be my effort briefly, and as adequately as possible, to perform this pleasant task.

The scope of the committee's work, is, broadly, to prepare from time to time, "Papers" or "Lectures" to the various Locals identified with the National Association for reading and discussion. These lectures are designed and conceived to cover the entire broad field of Association and correlated activities, in so far as they might serve to better and to elevate conditions in the Sheet Metal business. The idea, while not altogether new, is, at least unique in connection with our trade, and, as events have demonstrated, has proven its genuine worth. Your Committee has given faithful heed to the obligations resting upon it, and we leave it, without assuming too much credit to ourselves, to the judgment of the members now present, to determine how well it has acquitted itself.

The first duty confronting your Committee was that of evolving a consistent program of studies, to the end that subjects might be taken up and carried forward in a somewhat logical and consistent manner. Your Committee, in approaching this task, very early was forced to recognize that instead of being embarrassed by lack of material, it had to choose between many different subjects—all seemingly of equal importance. How often do we not learn that the unexplored country, which, viewed from a distance, seems barren and destitute of interest, yields rich possibilities upon intimate acquaintance.

FUNDAMENTAL QUALIFICATIONS FOR SUCCESS.

However, by way of initiation, a "Preamble" was first issued, dealing with the fundamental qualifications of business success and intended to point the way to future discussions. Following this, as Paper Number 2, appeared a Lecture upon "Estimating and Making Contracts."

Paper Number 3 was devoted to the subject of "Association Work."

In Paper Number 4, entitled, "Active Forces and Latent Power," the author succeeded, in most happy fashion, in bringing home some pungent truths in a manner which has evoked much favorable comment.

Lecture Number 5 is an historical analysis of the Sheet Metal Craft, and a glimpse into the future, entitled, "The Sheet Metal Business—Its Past—Its Future."

Paper Number 6 appeared under the caption, "Shop and Building Management and Cost Accounting." This very exhaustive analysis of a difficult subject was treated in a manner which, we trust, has commended itself to your membership as an exceptional contribution to the literature of

business. In a subsequent paper the subject of "Price and Profit" was dealt with in an entertaining and illuminating manner.

Inasmuch as these various papers constitute the sum of joint efforts, I trust I may be pardoned for giving due recognition, in an entirely impersonal manner, to their great worth.

It would be beside the purpose to attempt to review these various contributions at this time. They are available—or have been so—to all who might be interested. It may be of interest to state that this feature, during its brief career, has elicited much favorable comment from without, as well as within, the circle of our membership and trade. It cannot be gainsaid that all who have read these papers, intelligently and sincerely, must have been vastly benefited.

Certain general conclusions may aptly be drawn from the experiences and observations of the Committee, and certain questions will, inevitably, obtrude themselves.

To what extent do these papers reach the mark?

By what means?

How can their influence be extended?

DISINCLINATION TO LEARN.

The great trouble of the present day is the tendency to become narrowed—to refuse to *read, study and think*—in short, the disinclination to learn—in an academic sense—after leaving the school room or college. Our business men in America are notoriously self-centered. Few of them, except those of higher capacities, will interest themselves, seemingly, in much of anything, aside from the *routine* affairs of their daily business (except in baseball happenings, possibly). The period of our National development, when such intense application was measurably justified or even excusable, I think is—and should be—past.

In every line of productive industry the tendency is towards fewer hours of toil and more leisure time for self development and enjoyment of life. The mechanics are insisting upon and securing—and justly so, in my opinion—an eight hour day. Why should not their employers, presumably men of superior intelligence from the very nature of the relationship, take a stand for *less strife and more life*? It is a sad day in the career of any man when he writes himself down as incapable or unwilling to receive a new thought or to digest an idea. We may say that the man who arrives at this luckless stage, and to some it comes early in life, is already part dead. His brain atrophied—he is no longer a man, but a mere machine.

Brothers, let us take home with us the thought that the education received during school hours is not the last work, but merely preparation for the *serious* business of learning *serious* things. When once we get under the hard skin of the man who "knows it all," the problem of the "Lecture Committee" will have been solved, for the man who reads and studies his Trade literature is already upon the high road to success.

BROADENING SCOPE OF LECTURE COMMITTEE.

The work of the Lecture Committee, as exemplified by these little treatises, is a survey of conditions and of experiences from all over this broad land. Standing here, this day, in Denver, almost midway of the country, East and West, North and South, our geographical position is significant of this attitude. While this stream of useful knowledge is flowing into a common reservoir or center, we should now, while conditions are favorable, decide and determine through what distributing system the results of our efforts are to reach each individual member. Merely to write and to prepare essays is easy, but many a genius has starved in his garret. I invite your suggestions upon this subject. We are standing today, both as men and as representatives, for an honorable craft upon the threshold of a new era. Recent Congressional legislation—the passage of the Clayton Act and of the Trade Commission Act will affect, sooner or later, all men doing an Interstate business. The growth of the idea of the “Collective Bargain” gives rise to an entirely new set of questions. The “Collective Bargain,” in the abstract, in my view, is just and logical—in a practical way, it is for us to make it the means for improved conditions for the employer as well as the employe.

CREATING NEW AVENUES OF TRADE

Heretofore, we have subsisted upon the idea that there was “only a certain amount of business anyway,” and that this consideration justified an indiscriminate cut-throat scramble for what business existed—what are the predictions of economists should be verified and this country be overwhelmed, within the next four years, by an enormous volume of new business as the result of the Great War, with skilled mechanics, possibly, being called from this country to Europe, at its close? Have you considered what the near future may have in store for you? Ponder over it. There are other papers to follow, and I will “stick to my text,” but there is one other thought that must find utterance now. That is, of the financial methods of this Organization and of our Local subsidiary bodies.

ADVOCATES EMPLOYING NATIONAL BUSINESS EXECUTIVE.

Here we are, the representatives from a hundred or more of the largest cities of the Union and of thousands of shops, representing hundreds of millions of valuation, and we cannot even emulate the methods of the very men whom we employ. In almost every large city, the Journeymen employ, in a permanent capacity, a well-salaried “business agent”—often furnishing him an automobile. They are represented in their State Labor Federations, and consideration of their National Organization, with its permanent headquarters and staff of traveling agents, should bring the blush of envy—if not of shame—to our cheeks. Can this vast Organization with all it represents, not afford a permanent well-paid Executive Secretary and a “National Business Agent,” traveling about the country, to spread the gospel of the “Lecture,” as well as the men whom we employ?

Such a man should be not only a trained mechanic, knowing the *work* side of our craft intimately, but a business man of acumen and wide experience, and a diplomat. He should visit Locals and individual members and

assist in forming State Organizations. He can, and should, serve as a mediary between owners, contractors and sub-contractors, and as a wholesome check for regularizing work. He should keep in touch with all large Trade developments throughout the country and present the cause of "National Association" methods and ideals to architects, owners and material men—in fact, be the "Advance Agent of Prosperity." Such a man should be a man of mature years and ripe wisdom. Such a man can be secured and should be paid, and *well paid*, and such a man will return the investment a thousandfold. It remains for us to test whether we are large enough to measure up to our possibilities.

T. P. Walsh. I would like to have a copy of these Lectures when they are ready for mailing. I consider them very instructive to the craft, and believe that it is the right way to spread the light. I endorse them and think they should be read by every Local.

The report was received and referred to the Committee on Resolutions.

The report of the Committee on Legislation was presented by the chairman, Chas. F. Geissler, as follows :

REPORT OF LEGISLATION COMMITTEE

Your Committee on Legislation beg leave to offer the following as their report for the year. Several matters came before this committee which are important to all.

A bill, known as H. R. 14,288, relating to contracts for the erection or alteration of Public Buildings, when same shall exceed \$1,000.00, and that the plans, specifications, and blue prints must be so prepared and drawn as to permit separate and independent proposals and bids upon each of these branches or classes of work in the three sub-divisions :—Plumbing, Heating and Ventilating, and Electrical work.

Upon receiving this, your committee at once prepared an amendment to said bill to include "Sheet Metal work and all work kindred thereto, and Roofing and all work kindred thereto," to be inserted in said bill, and come under the same head as Plumbing, Heating, and Electrical work, and mailed same to all Locals and Individual Members of this body.

The strong effort made on the part of these individuals is shown by the large amount of correspondence received by the chairman of this committee.

While the generous and hearty co-operation on the part of our members, in urging their respective Representatives to push this amendment through, deserved better results, they did not materialize. Therefore, we must continue to work shoulder to shoulder, and make a stronger effort, in

the interim, to gain this point, as in the near future Congress will again convene, and we should be in a position to remind them that this item was forgotten or pigeon-holed.

We therefore offer the following resolution, and ask this body to consider same :

WHEREAS:—Bill H. R. 14,288, in the House of Representatives, March 6, 1914, relating to contracts for the erection or alteration of public buildings, species :

First. Plumbing and gas fitting, and all work kindred thereto.

Second. Steam and hot water heating, ventilating apparatus, steam-power plant, and all work kindred thereto.

Third. Electrical equipment, and all work kindred thereto ; and

WHEREAS:—Sheet metal work, and all work kindred thereto, and Roofing, and all work kindred thereto, is omitted from said bill, therefore be it ;

*Resolved:—*That this National Association of Sheet Metal Contractors petition the House of Representatives to so amend the above-referred-to Bill H. R. 14,288, or that a new Bill be presented to include Item Fourth :

“Sheet metal, and all work kindred thereto ; and Roofing, and all work kindred thereto,” and be it further

*Resolved:—*That a copy of this proposed amendment be sent to each Representative in the House, and that all Local Associations be requested to instruct their members to communicate with their respective Representatives in Congress, and urge the insertion and adoption of the amendment.

ARCHITECTS, OWNERS, AND CONTRACTORS

To eliminate the contractor, and deal direct with architects and owners.

There were 18 firms of one Local connected with this Association, who, after due and careful deliberation and consideration, owing to the many disadvantages which they, as sub-contractors, had endured during the past, took this stand over one year ago, and thus far it has proven more successful than they anticipated. Of course, a contract would get away from them under such conditions, but they expected to have full control, and perhaps have by this time, on all matters pertaining to the contracts for sheet metal work of every description within their scope. There is a member of this Local present here today who can give the details of the progress made during the year.

This would be a very good idea if the Locals throughout the United States would adopt such a measure. The quicker this is accomplished, the better it will be for the Sheet Metal Contractors, as experience has shown that they have not only been the “fools,” but also the bankers, for these general contractors.

They not only manipulate matters before and after receiving bids, and get the contract, and then draw the money after the work is completed, but

they withhold your share until they get good and ready to pay you for what you have furnished, and sometimes you lose it all.

These conditions, we presume, prevail in your locality. and the sooner we adopt measures to combat them the better. It is not only for ourselves, but also for the architects and owners.

In conclusion, we wish to thank the officers and members for their untiring support given the committee during the year.

The report was received and referred to the Committee on Resolutions.

REPORT OF TRADE RELATIONS & POLICY COMMITTEE

In presenting this report, the chairman, E. L. Seabrook, called attention to the fact that this committee deals with all questions relating to trade protection, direct sales, etc., and in the past has taken a very important part in our Association work.

The report gave rise to considerable discussion, as to the methods of protecting the sheet metal contractor in the sale of material. The discussion developed the fact that the trade was well protected in some sections, and not so well in others.

The report was adopted.

REPORT OF LIABILITY INSURANCE COMMITTEE

The report of this committee consisted of individual letters of the members to the chairman, Jas. A. Daugherty, as to what should constitute the report of this committee. In the absence of the chairman, these were presented by Walter Wimmer. The report showed that careful consideration had been given the subject during the year, but that it was hardly possible to make any specific recommendations relative to any suggestions for the formation of a company, owing to the absence of membership opinion. A careful review of the situation showed that the formation of a mutual company was not only undesirable, but practically impossible, owing to the laws of the various States. Members of one State would not be permitted to insure in a mutual company formed in another State. The least amount of capital with which a company could be formed, enabling it to insure the membership in practically all the States, is \$100,000.00.

A discussion of the report brought out various opinions relative to the formation of a company within the Association, to insure the membership. Some were opposed to the plan ; others thought it would be beneficial. No conclusion was reached. The report was received, and the committee continued for another year.

The following telegram was received from the National Warm Air Heating and Ventilating Association, in session at Detroit, Mich.:

Paul F. Brandstedt, President National Association of Sheet Metal Contractors:

The National Warm Air Heating and Ventilating Association in Convention assembled extends to your Association its cordial greetings and assurances of our goodwill. May your meetings always be most successful and your Association prosper.

National Warm Air Heating & Ventilating Association.

The following reply was ordered sent :

To John D. Green:

Hotel Statler, Detroit, Mich.

The National Association of Sheet Metal Contractors in Convention assembled do extend to you our cordial greetings and good wishes for a most successful and profitable meeting. May the next meeting not conflict in dates, and may we have your presence at our next Convention wherever it may be. With good wishes, we are,

The National Association of Sheet Metal Contractors.

The Wisconsin State Association presented a resolution amending the by-laws, to change the date of the Annual Convention from June to February. This was referred to the Committee on Resolutions.

At this time several resolutions were offered relative to the stamping of base plate, amount of coating, and name of manufacturer, on each sheet of roofing plate ; conserving the erection of metal trim and hollow doors to the sheet metal trade ; items of work to be maintained, which were referred to the Committee on Resolutions.

The Secretary presented from the American Institute of Architects a tentative form of contract upon which the Institute

wished an expression of opinion, as to the advisability of its general adoption. This document was referred to a special committee consisting of Joseph Daly, Washington, D. C., and James Barrett, Alton, Ill.

The Secretary read the minutes of the morning and afternoon sessions, which were approved, and adjournment taken until 9:30 A. M., Thursday.

THURSDAY, JUNE 10TH

The Convention convened at 9:30 A. M., President Brandstedt in the Chair.

The Secretary called the roll of officers, delegates, and individual members.

The report of the Warm Air Furnace Committee was presented by the chairman, John H. Hussie.

REPORT OF WARM AIR FURNACE COMMITTEE

To the writer of this report it has always seemed that a committee report to be really interesting, should deal with things actually accomplished, rather than with things attempted or hoped for. Only those who have served on committees where those they have attempted to serve are scattered from one side of the continent to the other, can fully appreciate how difficult it is for a committee such as ours to find anything to report as actually accomplished and finished.

At the beginning of the past year this committee had three principal objects in view, on the furtherance of which it was intended to make special effort.

IMPROVEMENT IN HEATER INSTALLATION.

It must be admitted that if warm air heating is to maintain its place as the ideal heating device for homes and public buildings, it must be sustained by the very best methods of installation, as no heater, however well constructed, can give satisfaction if improperly installed. Unhappily, many users of warm air heaters now condemn the entire system because of carelessness or ignorance on the part of some heating contractor. It would be as reasonable to condemn surgery, for instance, because of the fact that some bungler who knew nothing of surgery had attempted some delicate operation and made a failure.

With this thought in view, then, we have urged our members during the year to carefully overlook their own methods of installation with a view to betterment, to study the methods of others, asking themselves if they cannot learn something from their neighbors. We have also urged that Locals spend a few evenings in the discussion of plans and the interchange of ideas as to the location and size of registers and pipes, and the location and size of heater to be used. The response to this invitation has not been as large as we hoped for.

We have urged manufacturers of warm air heaters, through the National Warm Air Heating and Ventilating Association, to give us a formula for the guidance of inexperienced heating contractors in figuring proper sizes and locations of pipes and registers and other things necessary to proper installation.

The Manufacturers' Association has a splendid committee working on this formula, and the fact that they have not yet made a final report only indicates how important they consider the matter and how difficult it is to arrive at conclusions that may be at once so scientific as to withstand the criticism of heating engineers and simple enough for the ordinary heating contractor to readily understand.

A certain man high in the councils of our Association said to the writer a short time since, that if members of the Association hoped to become proficient in their profession, they must not depend altogether on what manufacturers or others can do for them, but they must study, and study diligently, for themselves. To use his expression, a heating contractor must determine to be something more than a mere "implement" used to carry out the ideas of manufacturers. There is much food for reflection in this expression. Let us each spend a few moments in examination of conscience. To what extent are we mere "implements"? Can we, any of us, truthfully say that we are not tainted with this crime? The word crime is used advisedly, as certainly it can be little short of crime to prostitute to the level of guesswork a profession of such great possibilities as Warm Air Heating, and not to use in our business the brain power with which Providence has endowed us.

Let us not then be "implements." Let us determine to be looked upon in our respective communities as an authority on Warm Air Heating.

ARCHITECTS MUST PROVIDE PROPER FACILITIES

This committee believes that much of faulty installation is due to the fact that architects and builders do not give sufficient attention to adequate facilities for the proper installation of heating plants. The committee believes that this fault can be remedied only by the enactment of a carefully prepared building code. Such a code should make it incumbent upon architects and builders to provide space at locations indicated by the heating contractors, for the installation of pipes and registers of proper size for rooms to be heated. It should provide for adequate chimneys and should clearly state what provision should be made for fire protection without including absurd, unnecessary, or impossible conditions. Certain dealers and certain

manufacturers have intimated to the writer that agitation of this subject on our part is a mistake. They say, "Let well enough alone." Our answer is that there is no such a thing as "Well enough." In cities where no code exists, dealers are forced to run wall stacks in partitions admitting of not more than one-half the required capacity; are forced to connect heaters with improperly built chimneys, and compelled to accept many conditions that make proper installation impossible. In such cities the work of the "Handy Man" or "Jack of All Trades" is accepted as the equal of that of the best heating contractor. It must be borne in mind that every city in the country will soon have a code governing the installation of heating plants. Insurance associations and others who have little knowledge of the heating business are working for the enactment of codes, many of which would make proper installation impossible. This committee submitted an example of such unwise and unfair legislation in its report at the Cincinnati Convention.

The writer recently received a communication from a manufacturer of registers which said in part: "It seems that Spokane has recently passed an ordinance that our customers say *will put them out of business*. While we have not a copy at hand, one of the things complained of is that a baseboard register box and pipe must be encased in a two-inch layer of concrete, also there must be a space of two inches between the box and that portion of the register which the baseboard is fitted against." Here, then, is a sample of what may be expected from ordinances prepared by those unfamiliar with the heating business. The question, gentlemen, is not shall we have a building code for furnace installation, but shall we have one prepared and written by heating experts, or one written by those who know nothing of the business or its requirements.

This committee believes it to be our imperative duty to prepare an ordinance that will protect the interests of the heating contractor, and to suggest to our Locals that they work for its enactment in their several cities, modifying it if necessary to meet local conditions. We have endeavored to agree upon a code with the Code Committee of the National Warm Air Heating and Ventilating Association, but unfortunately have at this date been unable to reach a conclusion. Our differences of opinion are caused chiefly by the fact that our consultations have to be conducted by mail, using much time and causing many misunderstandings.

We hope to soon have a code upon which we can all agree. It must be borne in mind that we cannot hope to prepare a code that would be satisfactory in all localities without modifications. What is hoped for is a code the skeleton of which could be used in any locality upon which to build an ordinance suitable to local conditions while protecting the interests of our craft. This committee asks that our members be vigilant to the end that ordinances adverse to proper furnace installation be forestalled.

The writer, who is a member of the Manufacturers' Code Committee, after reading everything offered on the subject and giving it much thought, believes that what is known as the Omaha Code is the best one yet offered, and that this code could, with minor alterations, be adapted to any city in

the United States. A copy of the Omaha Code will be attached to this report and also a copy of the code offered by the committee of the Manufacturers' Association at their February meeting in Cleveland.

PROPER RATING OF WARM AIR HEATERS

This committee has taken the position that it is the duty of the makers of furnaces to furnish their customers with a proper rating of the capacity of their heaters. In other words, we want to know how much each furnace is "capable of delivering. If they will give us this information on which to base our judgment as to the size of heater required, and this heater is then installed according to an approved formula, we certainly will have made a step forward toward proper installation.

The present system of furnace capacity rating is a relic of the dark ages, and manufacturers should be ashamed to print such rot in their catalogues. This committee is asking the National Heating and Ventilating Association to solve this problem and we believe they will do it. They cannot expect the best results from their heaters until they do.

The Heating and Ventilating Association is now holding its annual convention in Detroit, and it is to be hoped that progress along these lines will be reported at this meeting.

It must be borne in mind also that one of the principal objects of this committee has been, and now is, to bring manufacturers of warm air heaters to a realization of the necessity, or at least advisability, of a national campaign of advertising, setting forth to the public the merits of warm air heating. There is but one thing standing in the way of accomplishment of this desired action, and that is financial backing. It is agreed that a small sum of money would avail little, and to raise the sum needed seems at this time, at least, too great a proposition for the Manufacturers' Association. With its membership it requires too large an assessment on each. Obviously, then, the remedy is to increase the membership. We cannot in reason ask them to attempt to raise this advertising fund until their membership includes a very large percentage of the manufacturers of the United States.

What then is the duty of the members of our Association? If we desire this advertising campaign, it is the duty of each member to ask the manufacturer from whom he buys heaters to join the National Warm Air Heating and Ventilating Association. If he has not joined and will not, then ask him why he will not. This is not interfering in his private business. The promotion and elevation of the warm air heating business is a *partnership affair with manufacturers and retailers as stockholders*. We have, therefore, the moral right to ask our partner, the manufacturer, to assist us in this matter, and, in our opinion, no manufacturer has the moral right to refuse. It must be admitted that results can only be hoped for through Association. Nothing can be accomplished by individuals. What, then, are those now outside of the Manufacturers' Association waiting for? Do they hope for an association founded on a broader or more business-like basis? They will never get it. They now have a corking good association and it is up to them to support it or admit they are back numbers.

The members of our Association have it in their power to bring the membership in the National Heating and Ventilating Association up fifty per cent. The question is, will we do it? If we don't, then we may as well bid farewell to the idea of a national advertising campaign. This committee once more asks your undivided and energetic support in this matter.

RETAILING BY MANUFACTURERS

This is a question that has been put up to this committee several times. Is it right for a heater manufacturer to do installing? As a general proposition we think it better that manufacturers refrain from retailing. No doubt there are places where conditions require the manufacturer to enter the retail field, but it is the opinion of the writer of this report that, as a practice, it is a mistake, and ultimately results in injury to the business.

It was reported to the writer about the time of our last Convention that one large manufacturer boasted that he had silenced all competition in his home town except one firm, and that as he (the manufacturer) obtained all of his material at first cost and as he was then engaged in installing heaters at flat cost, he believed this one competitor could not last long. Not an edifying condition to say the least. This committee would like to hear this question discussed in this convention.

OVERHEAD EXPENSE AND ITS RELATION TO PROPER INSTALLATION

It may seem that overhead expense has nothing to do with installation, but experience teaches us that the dealer who does not figure overhead expense, drifts into improper methods of installation, for the reason that he estimates his work so low that he simply must slight it in order to avoid actual loss. It therefore follows that the very first step toward good work is to know what it costs to do good work. In this day and age no dealer need plead as an excuse that he does not know how to figure this item of overhead. The National Secretary stands ready to explain to all inquirers, and to make it so clear and simple that none can fail to understand. The man who is not figuring overhead expense is simply doing it willfully. This may be slightly outside of the province of this committee, but we feel that our work will be of no avail unless the work of those having this overhead expense matter in hand is successful.

In conclusion, this committee asks for those who will carry on the work next year, a little more help from members of the Association. Your committee will accomplish much more if you will write its members once in a while. Give them the benefit of your ideas. Tell them your troubles if you have any. Large things are accomplished only by united action, and, by united action, are accomplished easily.

Therefore, this committee pleads for one strong pull together during the coming year, and closes its report with thanks to the officers and members of the Association for help rendered and words of cheer offered during the year.

The report of the committee was adopted.

John H. Hussie. I am going to ask permission to take up the ordinance or building code relative to the installation of warm air heating plants. We considered this matter in Cincinnati a year ago and decided that the best system by which to work this out would be to have a joint committee composed of members from the Warm Air Heating & Ventilating Association and our own. To my mind we are no further along than we were last year, for the simple reason that the committee meets but once a year. I was made a member of the committee and regret to say that we have not done anything definite. I think the only way to reach a conclusion is for us to take the code, section by section, and either adopt or reject it. If I can go to the National Warm Air Heating & Ventilating Association with that, I think we can modify it to meet the views of manufacturers as well as ourselves, and without doubt I think it will be adopted. On the subject of Fire Prevention I will take the Omaha, Nebr., code, section by section, and see if we can reach a conclusion. I would like to know what the Convention thinks of it.

The following ordinance, or code, was presented, section by section, and adopted.

Warm Air Heating Plant—Permit—Fees.

(a) Before proceeding with the installation of a warm air heating plant, or the repairing, or renewal of an existing one, the contractor for the work shall first make application to, and obtain from, the Building Inspector a permit to do such work, and no such installing, repairing, nor renewal shall be begun without such permit having first been obtained.

(b) The said Inspector shall not issue a permit for such installation, repairing, or renewal of a warm air heating plant until he has carefully inspected the plans, specifications or description thereof, ascertained that the party or parties, firm, or corporation desiring to do such work are conversant with and intend to follow the ordinances relating thereto, and until such party or parties have paid into the City Treasury the following inspection fees, to wit:

For each furnace installed, repaired, or renewed the sum of (to be determined by each city).

For each warm air outlet installed, repaired, or renewed the sum of (to be determined by each city).

(c) Inspection of new work shall be made as follows: When such work has proceeded to where the stacks to upper floors and heads for all side wall registers have been installed, and boots have been connected, the contractor for this work shall notify the Building Inspector, who shall make, or cause to be made, an inspection of such work. Upon finding that the work complies, in all respects, with the terms of this chapter there shall be affixed by said Inspector, or his representative, to each stack or register head, a certificate stating that the work complies with the ordinances relating thereto.

(d) Inspection of repaired or renewed work shall be made, in each case, as the nature of the work shall require.

(e) Final inspection of the plant shall be made after the whole is connected up and ready to operate, but before any fire has been started.

(f) It shall be unlawful for any person to lath over, plaster or cover up any warm air heating work before such work has been inspected and certificates above referred to have been attached. The Building Inspector, or his assistant, shall have the right and authority to remove, or order removed all such lath, plaster or other covering which may have been placed over such work, before same has been inspected. The person, firm, or corporation ordering or causing such work to be covered up as herein set forth shall, upon conviction, be subject to the penalties set forth for violations of the terms of this chapter.

(g) No heating permits shall be required for minor repair work. By minor repair work is meant the incidental repairs to furnaces, which shall not effect the general action of the system, such as renewal of grates, smoke pipes, and resetting; changing or renewing of single hot air pipes in basement; but where the stacks or fittings are renewed or installed, or where registers are renewed or installed, or where work is done that would require inspection under the terms of this section, a permit shall be required and taken out.

Warm Air Heating Plants—Provisions to be Made in Buildings for Reception of Installation.

(a) The following provisions shall be made in any building wherein a warm air heating system is to be installed, for the reception of same.

(b) Joists shall be set sixteen inches on centres, and shall be butted, not lapped. Studding shall be set directly over joists.

(c) New stud partitions, wherein stacks are to be run, shall be made of at least 2" x 6" studding, spaced to give a clear space for the stack of not less than fourteen inches, and it shall be unlawful to run any heating stacks in new partitions constructed thinner than 5½ inches net width of studs.

(d) The installation of warm air heating systems shall be done in the following manner:

(e) All warm air pipes, stacks, heads, elbows, tees, angles, and fittings of all kinds, including boots, or foot pieces, connecting the round basement warm air single pipes to stacks or outlets, shall be made of bright coke tin, shall be made double from and including the boot or foot piece in the basement to the top of each and every stack and register on all floors of building. There shall be a continuous, uniform air space of not less than five-sixteenths ($\frac{5}{16}$ ") of an inch, which must be maintained, between the outer and inner walls of all such pipes and fittings of all kinds, styles and descriptions, except the round basement pipes. Such pipes, heads, boots, and other fittings shall be one of the several makes accepted by the National Board of Fire Underwriters, or their equal, as determined by the Building Inspector.

(f) All pipes and fittings shall be secured firmly in place by means of lugs secured to the outer walls. No nails or other fastenings shall be driven from the inside through to the studs or other supports.

(g) No pipes or fittings will be permitted in the work which depend upon soldered joints for connection. The various members shall be so made that all joints are locked or riveted and the several members shall be attached to each other through slip joints which are, for the purpose intended, air tight.

(h) The warm air pipes in the basement extending from the furnace to the boots shall be covered with a good coat of asbestos paper securely pasted to the pipes. No such pipe, within eight feet of the furnace, shall run within two inches of any woodwork unless such work is lined with asbestos covered tin.

(i) Floor registers for warm air shall be provided with a register border or double register box, with five-sixteenths ($\frac{5}{16}$ ") inch air space between the inner and outer boxes.

(j) There shall be a space of not less than eighteen inches between the top of any portable furnace and exposed woodwork. The top of any portable furnace shall be covered with sand.

(k) All portable furnaces shall have double casings with air chambers between of not less than one inch, or a corrugated metal lining with corrugations of not less than one inch.

(l) Installation of new work in old houses shall in general conform to the provisions of this section, except that it shall not be necessary to run stacks in six inch partitions. It shall further not be necessary to remove plaster and lath from walls where the new stacks are to be run, provided that the stacks can be locked together and shoved in either from below or above.

(m) Cold air intake shall have a net cross section of not less than eighty-five per cent. of all warm air pipes leaving the furnace and where this net area cannot be maintained in one duct an additional duct or ducts shall be run. All cold air ducts shall be constructed of metal and shall not be run underground.

Smoke Pipes,—Safeguards Required.

(a) Where smoke pipes of diameter of six inches or less pass through a wood or a plastered stud partition, they shall be surrounded by a ventilated thimble of incombustible material with a diameter at least twelve inches greater than the diameter of the pipe.

(b) Where a smoke pipe of greater diameter than six inches passes through a wood or plastered stud partition, it shall be surrounded either by a body of brick, hollow tile, porous terra cotta or other incombustible material, measuring at least eight inches all around such smoke pipe.

(c) Smoke pipes of less diameter than twelve inches shall be kept at

least twelve inches distant from any combustible partition, ceiling or floor, and such woodwork immediately over and for a distance of two feet on each side of such smoke pipe shall be covered with sheet metal or with porous terra cotta, hollow tile or plaster.

(d) Smoke pipes of greater diameter than twelve inches and less area than six square feet, shall be kept at least twenty inches away from woodwork. Such woodwork shall be protected as above specified for smaller smoke pipes to a distance of four feet on each side of such smoke pipe; provided, that in case of low pressure boilers used for heating purposes only, the distance from a smoke pipe to any woodwork shall not be less than two feet.

(e) Whenever smoke pipes of larger area than six square feet are used, they shall be kept at least three feet distant from any woodwork, and such woodwork for a distance of at least six feet on either side of such smoke pipes shall be protected as before specified for smaller pipes.

(f) No smoke pipe shall project through any roof, external wall or window.

Penalty. (Must be determined by each city to suit itself).

The consideration and adoption of the above Code consumed a great deal of time, and gave rise to considerable discussion over many of the sections. In several instances the original sections, as offered by the committee, were changed or modified by amendment.

A vote of thanks was extended Mr. Hussie and the committee.

The Question Box was conducted by C. J. Andrus, Detroit, Mich. A number of questions, covering a wide range of furnace practice, were asked, answered by Mr. Andrus, and created quite a discussion on the floor.

In opening the discussion, Mr. Andrus stated that the various Associations of Warm Air Furnace Manufacturers were working in a harmonious manner to secure specific data, endeavoring to get practical information, based not only upon theory, but ratings of furnaces and proper installation methods. The principal thing is to establish an identity for warm air heating. Mr. Andrus cited an instance of where over 6,000 furnaces had been installed in a certain city, and up to the time this installation began, that city was considered a hot water town.

The Question Box closed the report of the Warm Air Furnace Committee and discussion thereon.

The Committee on Resolutions, through its chairman, Frank B. Hiller, made a partial report, as follows :

Resolved: That the thanks of this Convention are due to exhibitors and advertisers, who by their presence and patronage have so materially assisted in making this Convention a success.

The resolution was adopted.

Resolved: That the Committee on Trade Relations and Policy be instructed to formulate a proposition, to present to the manufacturers, along the lines of having them stamp their name, base plate, and weight of coating upon each sheet of roofing plate; that the committee submit their proposition to the President and Secretary of the National Association, and if approved by them, it be printed and sent to the various Locals, directing them to have their committee on Trade Relations and Policy to present the same to the manufacturers direct, or to their representatives.

W. A. Fingles. There are so many grades of tin plate on the market at the present time that it is very confusing. The manufacturers mark them 10, 15, 25, 35, and 40 pounds of coating. I think that confuses matters, as there is such a little difference in the quality that it is very hard for us to distinguish between the different grades. I do not think there is anything in the resolution that provides for the elimination of so many different grades. We have no use for more than three or four, the good and the best, with two grades in between. I think that would be plenty and avoid a great deal of confusion.

K. I. Willis. I think the Convention should adopt this resolution and a year hence ask the manufacturers for a reduction in the number of grades.

Frank Bokern. I have bought different grades of tin at the same time and the boxes marked with the manufacturer's individual mark, two or three cross, or something of like nature, and it is hard to tell the quality of the tin. I do not think the manufacturers ought to mark the boxes on the outside so that the dealer or architect know nothing about the quality.

The resolution was adopted.

The following resolution, introduced by the Chicago delegation, received the approval of the committee, and was recommended for adoption :

WHEREAS:—The installation of hollow metal doors and trim is now being done largely by carpenters, in a number of our States, and especially in Middle and Eastern territory, we are now threatened with an attempt to bring about the exclusion of sheet metal workers entirely; be it

Resolved:—That the manufacture of this work being conceded as the

province of the sheet metal contractors, it follows that the erection of this material belongs legitimately to the sheet metal workers, whose trade it is, and by whose hands it was manufactured, and not to a worker in wood. Be it further

Resolved :—That this, the National Association of Sheet Metal Contractors, in Convention assembled, endorse the above resolution as a correct one, and that all State and Local Associations be instructed to follow it in principle, and at all times use their influence to see that it is carried out ; also to ask the architects to specify it in the sheet metal specifications, or under a separate specification : “Hollow Metal Doors and Trim,” and that when it comes within their territory, they insist that the sheet metal workers, and not the carpenters, erect it. That in following out these instructions, the Association and individual members are working in their own best interests, and that it is more important to do this in the future than in the past, as the industry is growing in importance.

The following resolutions were recommended by the committee :

Resolved : That we urge our Senators and Congressmen from all parts of the country to work and vote at the next session of Congress for the passage of House Bill No. 13,305, commonly known as the Stevens Bill.

Resolved : That the thanks of this Association are due the various committees, members of which have labored so earnestly during the past year, giving their time and money liberally for the advancement of the cause.

Resolved : That the results accomplished by these committees during the past year are in themselves ample cause for the existence of this Association.

Resolved : That this committee is in accord with the President's recommendation concerning organization work, and we urge that some such system be offered by the special committee having this matter in charge, and that the same be adopted by this Convention.

Resolved : That this Convention strongly approves the work now being carried on by this Association, looking toward the education of apprentices in our craft ; and further, that we urge our members everywhere to uphold our officers in this splendid enterprise.

Resolved : That we heartily approve of the work and aims of the National Warm Air Heating and Ventilating Association, and that we pledge the co-operation of our members.

The above resolutions were adopted.

The Special Committee on the Relations between National and State Associations, through John H. Hussie, the chairman, presented the following report :

REPORT OF SPECIAL COMMITTEE

Your Special Committee appointed to devise ways and means of harmonizing the relations between the National and State Associations, has considered this matter very thoroughly, and makes the following report :

We find that the By-Laws of the National Association cover the proposition very thoroughly, but apparently are not properly understood. At any rate, the spirit of the same has been misconstrued.

On account of this misunderstanding, the slight friction that now appears to exist between the different State Organizations and the National has been brought about. Proper explanation and the enforcement of the By-Laws themselves should satisfy every one.

As in the case of our Government, the National Government is at the head, the different States enact laws to conform with the conditions that may exist. The same applies to different cities. This should also apply to our Association. The National should be the head or parent body. State and Local Association can make by-laws to suit the conditions that may exist in their particular territory, but they should all be in harmony with the National. Be it therefore

Resolved : That this Association go on record favoring the organization of State Associations and desiring to assist in this movement in every way possible. Be it further

Resolved : That the State shall be held responsible for the per capita tax of individual members, but shall not be held responsible for the per capita tax of members of Local Associations within the State. The Local Association shall be held responsible, as now, to the National Association.

A Local not in good standing with the National shall not be considered as in good standing with the State Association, and a member not in good standing with the State shall not be considered in good standing with the National.

The President of any State Association shall have full power to transact all business, and settle any differences arising between the State and National Associations, and the State President shall have full power to adjust all matters, except such matters as may have been considered by the State Convention and special instructions given thereon.

ORGANIZATION WORK

To make a success of any Association Work, it is necessary to have a large membership. To accomplish this, organization work must be carried on very thoroughly.

This committee believes that the present system of organization work is both cumbersome and expensive, and that the National Secretary's Office suffers by his frequent prolonged absence from his office while on organization work. Therefore, be it further

Resolved : That organization work shall in the future be conducted as

follows: The Presidents of all State Organizations shall be the authorized organization agents of the National Association within their respective States. Whenever an organizer is ordered or requested by the President and Secretary of the National Association to do special organization work, the actual expence of such work shall be borne by the National Association.

In territory having no State Association, the National President and Secretary shall be empowered to appoint special organizers as may be deemed necessary, with same conditions covering expense accounts as apply to State organizers. Be it further

Resolved: That nothing in these Resolutions shall be construed as interfering with, or rescinding, any part of the resolution adopted at the Cincinnati Convention: allowing States doing organization work for the National to retain the first year's per capita tax on new members obtained during the year.

Frank Bokern. Do I understand that the State Association is to organize the Local, and the National pay for it?

President Brandstedt. That is the sense of this recommendation.

Frank Bokern. For instance, if we organize a Local in Missouri, we could send a bill to the National Association, regardless of expense.

President Brandstedt. That depends whether it has been authorized. You would have to have the authority to incur expense from the National President and Secretary before starting to organize.

The report of the committee was accepted, and the recommendations adopted.

At this time several delegates requested that a copy of the resolution relative to the erection of Metal Trim and Hollow Doors be sent to their respective Builders' Exchanges.

The report of the Committee on Trade Relations and Policy was amended to conform with the ideas of several delegates.

Frank B. Hiller, Cleveland, O., read the following paper:

THE RELATION BETWEEN THE SUPPLY HOUSE AND THE SHEET METAL CONTRACTOR

The occasion reminds me of the story told of Mr. Johnson, who had taken Mandy out rowing. The wind began to blow and it looked very much as if a storm was coming up. So Mr. Johnson said to Mandy: "Mandy, I believe I'd better hug the shore, 'cause there's a storm comin'." And Mandy said to Mr. Johnson: "Mr. Johnson, if you're goin' to hug the shore, you hug it with your feet, 'cause I'm out for a good time."

Yes, we are all here for a good time, but we are all here for a profitable

time as well. So if we can go home with the feeling that we have had both a good and profitable time, it will certainly make this trip worth while. I think I can say, without contradiction, that in order to make this a profitable Convention, we must discover the weak points in our business and determine to adopt some methods to strengthen them.

First, let us agree that we are established in business for the purpose of making a permanent profit, and that many times we lose sight of this permanent profit in our anxiety to make sales. There can be no permanent profit in our business unless we come to some understanding in regard to maintaining quality standards. Let us consider, for a moment, just what the elements are that have a tendency to lower these standards of quality.

I said a moment ago our anxiety to make sales—I might have said also, our haste to make sales—in fact, our daily routine is so insistent and persistent that we acquire certain habits of doing things and have no time to stop and consider how much these habits might injure us. In fact, when we are confronted with the necessity of either breaking the habit or having it break us, a great deal of moral courage is required to help us out, but, gentlemen, you will agree that courage is a very necessary quality. Someone has truly said that no business can succeed without judgment, courage, and tact. And I am going to ask you to exercise all three of these qualities in connection with my proposition.

The relations between the supply houses and the sheet metal contractors in my experience has been a pleasant one.

INTERESTS ARE IDENTICAL

To me, the relationship is as of friends, or even in a certain sense as partners, in fact, it seems to me impossible to separate one from the other. Our interests are identical.

The success of either one depends upon the success of the other, and the class of material carried and manufactured by the supply house largely reflects the character of the sheet metal contractor served by it.

If the supply house serves only those contractors who understand the sheet metal business, who have a thorough knowledge of figuring contracts, and overlook nothing of the four fundamental parts which enter into the cost of executing the contract, namely, labor, material, overhead or indirect expense, and profit, a good grade of material will be figured and demanded, and the supply house furnishing the material to this class of contractors will have the reputation of carrying quality goods.

IMPORTANCE OF FIGURING OVERHEAD

On the contrary, when jobs are figured, and items such as overhead are disregarded, but which is very real when ways and means for executing the contract at a dollars-and-cents profit are considered, a poor grade of material is demanded in order to make up this forgotten item of overhead. The result is a poor job, the sheet metal business shoved a notch lower, and a demand created for an inferior grade of material, causing the supply house meeting this demand to have the reputation of carrying low price goods.

A way must be found to take care of this disregarded item, and the first thought that comes to the mind of some contractors is how much can be saved on material.

Next comes the thought of labor, when it is realized nothing can be saved on this item, as it costs just as much on poor material as it does on a better grade, and, after all, are we not trying to raise the standard of labor, as well as the quality of material? I think you will agree that the standard of labor can never be raised unless we have in mind a better compensation for the laborer.

SUPPLY HOUSE AND CONTRACTOR REGARDED AS PARTNERS.

In considering the supply house and sheet metal contractor as partners, we must thoroughly appreciate the obligation resting with both. The supply house on the one hand should strictly adhere to trade protection in selling only to those who are regularly established in the sheet metal business, and to investigate closely a new man starting in the business, being certain that he has the necessary qualifications for conducting a successful sheet metal business. Furthermore, to advertise and encourage in every way possible the use of sheet metals, as well as to advocate the use of a better grade of material.

The sheet metal contractors on the other hand should demand that the present established standard of quality be raised. He should be capable of constructing and erecting all sheet metal work, and should be alert to every means to increase his efficiency in applying sheet metal, so as to encourage the use of this material in place of other substitutes. It should be his constant care to uphold the principles of the National Association of Sheet Metal Contractors, by giving preference to supply houses who sell to the legitimate sheet metal trade only.

It seems to me that in order for the supply houses and the sheet metal contractors to live up to the principles of our National Organization, that it is necessary for the fraternal spirit to be developed, and I would suggest that some propaganda should be freely circulated that will constantly remind us of our obligations to each other.

Let us go from this Convention with the determination to put those things in force that we know absolutely are necessary for the advancement of our mutual interests. This is the time to take ourselves seriously and to awaken to a realization that if something definite is not done to raise the standard of quality of the sheet metal business, both as to material and labor conditions, we cannot hope for any improvement; in fact, it would be logical for us to look for a destruction of all those elements that make for our continued prosperity.

In conclusion, let me say, "United We Stand, Divided We Fall." Let us press on hopefully toward the goal.

Gentlemen, I assure you that I shall do everything upon my part to get our house in order down in Ohio, and to keep it so, as well as to co-operate heartily with the National Association in any efforts they may put

forth to better the condition of the sheet metal supply houses and contractors, and to make a good beginning, I think it would be well to circulate as widely as possible throughout the trade just what we are trying to accomplish at this Convention, as well as what we have actually done.

We must all do our part to instill into the members of our organization the necessity of getting away from the close contact of their business by attending these Conventions, both State and National, in order that we may get the right perspective and view of our business in the light which modern methods demand.

The discussion of the paper read by Mr. Hiller brought out the question as to the advisability of admitting to Associate or Honorary Membership sheet metal manufacturers and supply houses.

K. I. Willis stated that the Illinois State Association, at its recent Convention, voted in favor of this Associate Membership.

Joseph Daly said that the Washington, D. C., Local was working very hard to interest the jobber.

J. D. Riley said that the Pittsburgh Local gave the jobbing interests the privilege of the floor, but no vote.

George Kohlmeyer. I believe that St. Louis was the first to adopt this form of taking in Associate Members, and we have met with a very ready response from the manufacturers and jobbers. We have a list of all Associate Members on a card, the top of which reads: "Tack Me Up," and the members know at all times who our Associate Members are, and those who are willing to co-operate with the Association.

M. L. Jennings. The Chicago supply houses have almost insisted on paying some dues; in fact, they want to pay the same amount as our active members.

Chas. F. Geissler. Our relations with the jobbers in Philadelphia are very friendly. We have never asked them to become members, but we have them meet with us from time to time.

The following motion was adopted :

"That the Convention go on record as encouraging the uniting of manufacturers and jobbers as Associate Members of Locals."

The Committee on Resolutions presented the amendment to the Constitution and By-Laws adopted by the Wisconsin State

Association, changing the date of the Annual Convention from June to February, with a recommendation to non-concur in the amendment.

The recommendation of the committee was adopted.

R. E. Mackey stated that arrangements had been made for a trip over the Moffett Road for Saturday morning, and would like the names of all those who wished to go on this trip.

The minutes of the session were read, approved, and adjournment taken until 9:30 Friday morning.

Immediately after adjournment, all assembled in front of the Auditorium where the official photograph was taken.

The afternoon was given over to the usual Association Outing. Sight-seeing automobiles were provided by the Denver Local, and the delegates and guests taken over the city.

In the evening the Association Banquet was served at 7:00 o'clock, in one of the private dining parlors of the Albany Hotel.

H. W. Michael was chairman, President Brandstedt acting in the capacity of toastmaster.

FRIDAY, JUNE 11TH.

The Convention convened at 9:30 o'clock, President Brandstedt in the Chair.

A large portion of the session was allotted to a review of Local Association work. The roll of Locals was called, and the delegates from each told something of the work their Locals were doing, and the manner in which results were accomplished.

Chas. Coberth. In Washington, D. C., we are trying to educate the members about overhead expense, emphasizing the fact that something more must be allowed than the cost of labor and material. A few weeks ago we had a membership increase campaign and secured about twelve membership applications.

Alfred Holtman. In Kansas it is difficult to get the owners of the smaller shops to attend the meetings. If there is any labor trouble we can always get them together. I believe since the meeting of yesterday we can bring in the jobbing houses and get these in closer touch with the smaller shops.

Secretary Seabrook. I would like to inquire with reference to the manner in which the Local dues are collected, monthly or quarterly.

Alfred Holtman. Monthly. If the member is not there he pays a fine of 25 cents. We get a revenue from this.

Secretary Seabrook. Has fining the absent member created any bad feeling?

Alfred Holtman. No, there is never any question at all.

Secretary Seabrook. Suppose a member gets two or three months in arrears, does your Secretary send out bills?

Alfred Holtman. Yes, and goes after them.

Secretary Seabrook. I feel that this is quite a vital business policy for the Local Associations. It is a part of the duties of the Local Secretary to get the money in, and if a member begins to lag behind the Local Secretary should go after the Local dues the same as any other business indebtedness.

George Harms. In Peoria we have about thirty shops, large and small. Last Summer it was suggested having a holiday, close up the shops, and all go on a boat trip. This was acceptable, a holiday was declared, every sheet metal shop in the city was closed and the employers went on that excursion, taking their families. Everybody enjoyed the outing, and nobody was asked to join the Association. Several days later the non-members were called upon, invited to the meeting, told they need not join, but we wanted them to come and see what we were doing. Nearly all of them came, with the result that eleven became members. I can cite one instance where our firm actually saved \$300.00 on a certain contract, because we had an Association and were on friendly terms with the other members. This is what we gained by co-operation. When you have this good-fellowship you are not afraid to call up your competitor and ask what he is doing in a certain matter.

Frank B. Hiller. We have a membership committee in Cleveland of twelve and frequently we take a trip. Three or four of us will call on the owners of the various shops and endeavor to interest them. If at any time we happen to be in the neighborhood of a shop we will drop in, see the owner, and do all we can to help him along. That is the secret of our success, and this is the means by which Cleveland made a net increase of twenty-two members this year.

R. E. Mackey. We have carried on a campaign of educational work at our regular business, which would naturally come up at a meeting, after which we would have a discussion of subjects that would be of interest to all in our line. We have blackboard exercises, cost accounting lectures, and everything of this kind of which we can think. While we have made no

progress in increased membership, we feel that we have made progress along other lines. We have cemented friendship among our members, the Association is stronger today than ever before, and we all feel that it is a success, so far as benefits derived from it are concerned.

Geo. Kohlmeier. I believe it is far easier to get members than to keep them. To hold their interest is a difficult proposition. We have found this so in St. Louis, and I think it is largely due to the number of shops that we have. We divided the city into two sections, appointed certain men and gave them a certain district to canvass. We have discussed the question of prices in the meetings, and the variation is a surprise, in some cases varying from ten per cent. to one hundred per cent. We devised a plan whereby a solicitor would go out and ask for bids on a certain piece of work; this was done, thinking it was a regular contract. The variation in prices asked for the same piece of work were surprising. We have endeavored to advance the educational features of our trade, etc.

T. P. Walsh. We have a little group of fifteen members in San Antonio, and we keep together. We never let one get away. I meant to bring a picture of a Mexican who carries his shop on his back; he has everything connected with a tin shop, and carries it around with him. We had a picture taken of that man, and I intended to bring it to the Convention, because he represents the class with which we have to contend. We have some trouble about the attendance at meetings, the same as others. We hold our meetings at two o'clock Monday afternoons, and believe we get a better attendance then than we could in the evening. We consider this meeting, business, just the same as though we were out to figure on a contract. We have no trouble with price-cutting, but get a fair price for all our work. Our worst competition is not among ourselves, but from outside cities.

J. D. Riley. Men who cannot raise sufficient funds to pay initiation fees and the small amount of dues, had better stay out of the organization; they cannot be counted on to do anything that is proposed. Go out and preach organization to such men, and they will agree with everything—just to get rid of you. I would rather have a dozen, good strong men, than one hundred who are not. The Association would benefit more by having the few who are good. I think the life of an organization depends very largely upon its officers. We have heard this morning that it is necessary to have something great on hand at all times to create enthusiasm. I think this is a disgrace to business men—that they must have something to entertain them; that such inducements must be offered to secure their membership. They should realize the business advantages to be gained, and not require the entertainment features. Some men feel that they can do business better in their own way, with their own methods, and in a manner they have been following for some time; they think they can do better than by coming and receiving the broad views of many men representing the same line they do. These are the very fellows the sheriff will get. At one of our Pittsburgh meetings a member conducted an estimate demonstration. He

gave us a roof to figure on, and the variation in bids was a surprise. He asked the length of time it would take to do the work, and the answers varied from two hours up to eight hours. He also asked how much solder per square, and the answer came in from two to six pounds. I mention this to show how some people conduct their business.

Chas. F. Geissler, in concluding this part of the program, gave a detailed account of the Collection Bureau operated by the Philadelphia Local for the collection of overdue and bad accounts of its members. This Bureau has collected thousands of dollars of past due accounts for its members, at a most nominal expense. Mr. Geissler described the forms that were used and the method of procedure in making these collections. Very few cases were placed in the hands of an attorney; the moral force of the Association being sufficient in most cases to secure payment of the account.

The President announced that Dean Connelly, of the Carnegie Technical Institute, Pittsburgh, Pa., had requested the appointment of an Advisory Committee relative to the work of the sheet metal apprentices in that institution, and that he had made the following appointments :

B. F. John, Philadelphia, Pa.
J. D. Riley, Pittsburgh, Pa.
Wm. D. McIlroy, Pittsburgh, Pa.
H. C. Knisely, Chicago, Ills.
Otto E. Cluss, St. Louis, Mo.
P. F. Brandstedt, Washington, D. C.
George Thesmacher, Cleveland, O.

Paul L. Biersach, Milwaukee, Wis., read the following paper:

THE COMMERCIAL SIDE OF OUR INDUSTRY

It will have been a waste of time to have put these facts before you if every contractor in our field, whether running a shop himself, with the aid of occasional help, or a big shop with many men, does not apply the facts personally.

The man who complains of conditions, when asked what will lead to their improvement, shows that he is mentally lazy and actually hates to concentrate and think because he has not a single hint to offer. He will growl about losing work to a competitor who is a better salesman, and brag about how much more skillful he is, and how much better he could do the work. The Scripture may well be paraphrased here, and the question asked :

“What profiteth it a man to gain ascendancy as a craftsman, if he loseth all the work?”

It is hoped that your attention is centered on this fact : that unless a man qualifies himself to be strong on the canvass for business, and the care

for accounting in reference to it, after it is secured, it is useless to do a good job.

It has been suggested that a business man divide his day into several parts :

Using some for the canvass of business.

Part with his superintendent and foreman looking after the details of the work and the men, to avoid loss of time, etc.

Part with his office force in reference to his account of cost, estimating, purchasing, and collection of accounts.

Devote another to audiences with salesmen, etc.

Then, if he has been efficient, he will have time for other things. Success is dear, and has to be obtained from elusive opportunity grasped as it appears and confronts one, and must be held until it yields results and its reward.

PLANNING HIS TIME

Now that this view has been given, let us detail, if you please.

A man must adopt a method. He should be at his shop early in the morning, giving his superintendent and foreman instructions as to the carrying out of their daily tasks with celerity, telling them what is required of them and the employees as to the successful completion of jobs and other tasks. He should keep himself acquainted with the materials he has on hand, and other things which may have to be ordered, permitting him to replenish his stock without any delays or loss of time. If he works with speed and demonstrates intelligence, without a show of deliberation and loud-mouthed hustle, which has a tendency to demoralize his force, he will be through with this very important work early enough to go through his mail and arrange it for final disposition for such things it has brought.

The middle of the day, of course, belongs to him. More attention will be given to this important part of the day later on.

Now, about the other end of the day. Be on hand when the men report at the end of the day. See that the charges are made correctly, and learn if the time has been well put in, and if your judgment has been vindicated and correct as to the time required to do jobs of any size and proportion. Carelessness on your part in the time required for work, may lead to substantial loss. Man can not, and certainly will not, work at top speed continuously. This is an important factor, and must be taken into account in making up any kind of an estimate.

It is essential, in a good many instances, to inform the men what is expected of them on the morrow, so that they have an opportunity to do some thinking of their own, and plan to do it quickly. If you don't, they can't and won't.

You should also devote some of your time looking over the daily charges made, see that you charge a legitimate and profitable price for your

work, and one that is satisfactory to your customers. It is not difficult to get into an argument with customers on charges made for intricate work, and with a little intelligence displayed in this respect you will remain within the good graces of your clients.

You should make it a point to respond to your letters promptly and with dispatch. Consider yourself making an inquiry, or endeavoring to obtain some important information. You would expect prompt action in order to be in a position to meet the requirements requested of you.

GETTING CONTRACT AT A HIGHER PRICE.

You should write letters, particularly to architects, owners, or builders, in such a manner that they will not overlook your qualifications to do their work as it should, or ought to, be done, and as they expect and want you to do it. Here is where you show the man something that gets you the job at a preference in price. Do not undervalue the power of a well-presented case in writing where the reader will deliberate and be impressed in your favor. Don't elaborate, or make a letter too long, but bring in pertinent matter—to the point. Also make it a point to be seen at various public and social gatherings; get acquainted; the more, the better. This is getting into the limelight.

ONE CONTRACT COMPLETED SELLS ANOTHER.

Now, about the middle of the day. See that all of your men are doing their work right, and put it up to the owner or builder, so that they will be pleased and satisfied. It is also good policy to refer a prospective customer to some of the jobs you have successfully completed; have views and photographs on hand to demonstrate what you have accomplished. Seeing is believing, is an old adage, and this also applies here.

Call upon the architects, and tell them about your work, and make it a point to be of assistance to them by offering valuable suggestions. Request them to look at some jobs, or fine pieces of work which you have done, and later on you may determine whether they have heeded your request. That is getting a standing with them both socially and in a business way. If you know your business, and give helpful suggestions and advice, you will be compensated therefor, directly or indirectly, as the case and conditions may apply. You can also apply such a method with influential builders and owners.

TREAT SALESMEN WELL.

Have an appointed time for meeting salesmen; do not disappoint them nor waste their time. Their time is just as important to them as yours is to you. Treat them with consideration and as business men. They bring opportunities to you, and can assist you in the development of your commercial talent. Make every minute count with them, show intelligence, and be positive in meeting them.

Bring the work you are doing, and have done, to the attention of those who will, and can, afford similar work, and call occasionally again, as

a salesman does. Don't let one call and turn-down wind up the matter. There is such a possibility of getting a customer, or a prospective one, interested in your products through intelligent salesmanship, and, by employing such tactics, you should very easily close the contract, or get the order.

ADVERTISING IMPORTANT FACTOR.

Publicity is also an important feature in connection with your business. Distribute and send out convincing illustrated and descriptive literature from time to time; tell the trade papers what you are doing so that it will set all those interested in your line talking about you.

A certain day in the month should be set aside for the payment of your bills. A large number of firms have designated the tenth of each and every month. By all means anticipate such bills which are permissible. This will create desire to sell you at the lowest possible prices and get the best of terms for you.

Keep the monthly list of "Due from Customers" before you, it is just as important to collect your outstanding accounts as it is to get the business. Be courteous and diplomatic in the collection of your accounts. On "After Maturity Accounts" be firm and insist upon adjustment. A lax policy in this respect may become not only disagreeable but dangerous to your business.

OVERHEAD EXPENSE.

A prominent feature of any business and one of which a good many of our brethren lose sight of is the burden of overhead, which must be added to your cost of labor and material on every job before ascertaining what profit you wish to put thereon. It is unnecessary for me to elucidate on this point, as you have been preached to and talked to in regard to same in such an able manner by our worthy National Secretary and other disciples of our Association, but I admonish you to be very careful on this particular matter, which goes a great way towards making a success of your business.

See to it that boys become interested in your trade; give them a good educational training, so that they will become efficient and reliable mechanics.

Take pride and interest in your Local, State and National Associations. They are silent partners in your business. Attend your meetings regularly and promptly and assist in making the same a success. Most of the members need to be stirred up. They may be proud of their practical skill, but forget that they lack commercial enterprise.

Associationship has come to stay, and it should be self-evident how unprofitable it is to be alone.

I just wish to recall the watchword adopted by the Milwaukee Local and the Wisconsin State Association which apply to all of us, thus:

"Everybody is dependent on somebody for something.

"Everybody must work with somebody to secure the best results,

This defines our Watchword, 'Co-operation.' "

There are those of you who haven't forgotten that the Sunday School taught you to never grow weary in well doing, yet on this commercial development the question might be asked:

"Why stand ye here all the day idle?"

Frank B. Hiller announced that the Ohio State Association at its recent Convention, voted to affiliate with the National Association. On motion the Convention welcomed the Ohio Association into the National Body.

The Committee on Resolutions presented the following, offered by J. D. Riley, and recommended its adoption.

Believing that the sheet metal trade is being encroached upon from year to year by other trades, I desire to present the following resolutions:

Resolved: That the following items be maintained in the sheet metal trade:

All metal roofing, the manufacturing, erection and finishing of metal cornice, metal skylights, metal furniture, metal lockers and shelving, hollow metal doors and trim, base boards, picture mold, chair rail, and wire moulding in connection with all interior finish.

The manufacturing and installing, or erection of all metal frames and sash and adjusting same. All metal ceilings and siding, both exterior and interior. All corrugated iron on roofs and siding. All metal work in connection with heating and ventilating, such as the manufacturing, or erection of air ducts, air washers and fans, and all connections made of metal, both to and from same. All sheet metal local vent pipes, all air chambers made of No. 10 gauge and lighter. All furnaces and range work and kitchen out-fittings and laundry dryers, etc. All connections, to and from same, out of No. 10 gauge and lighter.

All breaching and smoke pipe for hot water heaters, furnaces and boilers made out of No. 10 gauge and lighter. All copper work in connection with coppersmithing of any and all gauges.

All metal spouting and gutter work. All metal flashing and installing of the same, such as lead, copper, tin, zinc and iron. All outlets on roofs. All elevator legs and carriers, pipes in connection with mills or grain elevators. All blow pipe work in mills and all connections to all machines in planing mills, saw mills and other factories whether it be used for ventilating, heating or other purposes. All connections to and from fans, and the manufacturing and erection of all separators, cyclone of shavings, sawdust or other refuse in connection with the various factories, and all other metal work of No. 10 gauge and lighter.

All metal ridge roll or coping, all finials and metal decorations, and the manufacturing of all metal signs and the erection of the same to all structural or wood frames.

All metal work in connections or fastened to store fronts or windows the manufacturing and erection of metal boxes or the lining of boxes and all vent pipes to and from same, the lining of all foot lights or side lights with metal used in moving picture houses or theaters.

All metal columns and casings in connection with concrete construction. The covering and erection of tin clad fire doors. All package shutters and conveyors. The covering of drain boards, lining of coil boxes, ice boxes and all other sheet metal metal work in connection with bar fixtures and soda fountains. All marques of all descriptions.

All metal work in connection with automobiles. All gas and water tanks and repairing of same. All tank work, both exterior and interior, made of No. 10 gauge and lighter. All metal shingles.

The above resolution was adopted.

Resolved, That we reiterate our request to the architects of the country, that they require the general contractors to submit to the architect a list of all sub-contractors whose bids were used in compiling the estimate. We agree with the American Institute of Architects in their reply to our request that an effective way to take this up would be to confer with the local architect, but we insist that if they, the parent body, were to endorse this resolution it would go very far toward influencing the various local architects, who certainly have great respect for the organization that stands at the head of their profession.

Therefore, we ask again that they give this request their favorable consideration and advocate this practice to the architects with whom they are affiliated.

The resolution was adopted.

The Special Committee appointed to consider standard forms of contract, proposed by the American Institute of Architects, reported having read that document, and recommended its adoption, and that the Secretary be instructed to so notify the American Institute of Architects.

The recommendation of the committee was adopted.

The Auditing Committee reported having examined the books of the Treasurer and Secretary, found them to correspond, and were correct. The committee also offered the following resolution :

Inasmuch as it has been impossible for the National Secretary to submit a complete list and report of the total membership of each Local affiliated with the National Organization, in Convention assembled, owing to the fact

that the Secretaries of many of the Locals have failed to co-operate with the National Secretary in his report; Therefore be it

Resolved: That it is the sense of this body to instruct the Secretary to notify each Local Secretary that, beginning June 1, 1915, he send a correct membership list of the members. Be it further

Resolved: That it is the duty of each Local Secretary to notify the National Secretary quarterly. Be it further

Resolved: That should any member resign, or be expelled, it is incumbent upon the Local Secretary to immediately notify the National Secretary.

The report of the committee was accepted, and the resolutions adopted.

The Trustees presented their report, which was accepted.

The Convention recessed until 2:00 P. M.

FRIDAY AFTERNOON

This session opened with a Lecture on the "Cost of Conducting Business," by the National Secretary, the large Association Chart being used to illustrate this important business feature. A general discussion of the subject followed the Lecture, many of the members taking part. There was a division as to the proper application of the cost, whether on productive labor alone, labor and material combined, or gross amount of business.

The following paper, prepared by Frank K. Chew, was read :
THE RELATION OF THE TRADE PAPER TO THE ASSOCIATION

A CONNECTION THAT IS INDISPENSABLE TO THE PROGRESSIVE SHEET METAL CONTRACTOR

It stands as an accepted axiom that "Knowledge is Power." That power is acquired through reading. Naturalists read the stones, planets, and animals; scientists, through observation, read the relation of matter to method; of principle to practice; and so on. The men from whom information is sought are readers, and also teachers. Some men teach younger men how to do things, and the art acquired put into practice becomes the trade through which a living is gained. Some stop learning when they can get the living. Others search for knowledge all through their lives. They find that information, most valuable to their life work, difficult to secure from personal contact, because they do not naturally meet many people. This induces men to seek their fellows, and that is association. When they

organize their meetings, the body is called an Association. Through it, their acquaintance and opportunity to acquire information is enlarged, but yet it fails of all that is desired because of its limited scope.

This leads to the formation of National Associations, and, even they, fail to satisfy entirely, as they do not meet often enough, and but comparatively few of the members can attend.

Here is where the trade paper becomes indispensable to the progressive member. It lets him know what the man at the other end of his country is doing in his shop, on his books, and in his canvass for trade—nothing escapes the watchful eye of him who seeks to make his reading profitable. It is the man who is too busy to read who finds business poor. He has failed to keep informed of what is being done by the successful tradesmen. Men who have found themselves in financial difficulties date the change in their affairs from the time they began to read their trade paper, and became members of an Association, to thresh out, to a satisfactory conclusion, matters that have perplexed them, and which have a vital bearing on their enterprise. Men must exchange experience, and the man who herds by himself, and does not read, is the demoralizing bidder in any community. If he becomes a reader of a trade paper, things begin to look up for him, and he soon becomes a member of the Association. He has been prepared to take membership in the Association, as well as to achieve success, by the things the trade paper has brought to his attention. The busiest man cannot afford to refuse to give ten minutes a week to his trade paper, and most of the leaders in the trade give more time. In ten minutes the head of a large enterprise can see and mark the articles and advertisements which he wants his bookkeeper, superintendent, foreman, or some workman, to read, so that he will profit from their enlightenment. He can mark the things he wants clipped from the paper and filed, to provide him with complete and authentic information, covering some method of canvassing for business, keeping accounts, making collections, keeping a record of overhead expense, drafting pattern, doing work, and many other things equally important. It is a great advantage to be able to open a file and find a mass of information about some matter on which expert advice is needed. The head of the business is the man to mark the paper, whether he is the whole corps of employees himself, or whether he has 100 under him.

After he plans his file method, the apprentice boy will rapidly increase in profit to him if he is given the job, and taught how to clip and file the matter. The collection will be of far-reaching service if the men can consult it when they need air. At Conventions, some men have stated that they have for reference all of their papers for many years back. Others state that they have pasted what they most desired to keep in a scrap-book, and a few of the younger men have used the filing system that is best and most convenient for reference. If a letter file (or several of them) is used, and the different pockets are employed for different kinds of articles, the contents can be put under different heads, in a book for ready reference, as will be most convenient when the matter grows to fill several files.

The trade paper keeps a reading man informed of the shifts in the market, the new goods and tools that are coming out, what the various Associations are doing, the subjects that are on the minds of the leaders in the trade, and prepares a man to take care of an increasing business so as to make it pay without wearing him out.

Further valuable service by the trade paper is rendered by its advertising pages. New things are brought to notice as news, but those houses which do the most for their customers, keep these things before them by a continual use of the advertising pages. Live houses tell in their advertisements, the news of changes in their product, show how it is used, and the purposes which it accomplishes. The advertising pages are not like discarded circulars, never to be found when wanted, but are there for reference in every issue, with the facts set forth with new attractiveness, or the product with new cuts. The progressive member conscientiously looks to his friend—the trade paper—to see what his friends (the makers and distributors) have got to sell, and get the advance seasonable suggestions they give in their advertisements. These pages show the standard goods of long service and tested reputation, and carefully searched by the buyer who gets the best thing for the needs of his customer, and the most reasonable figure. The advertising pages hold the secret of success of many trade leaders who are readers. These men, when in the market, consult the index of goods that is to be found in the best trade papers. They write to several concerns, and buy right.

In the advertisements of men looking for work, the careful reader often finds the man he wants, or, he writes an advertisement to interest the best men and puts it where they will see it. The best help has been secured by this means. In the trade paper, the trained men in the field see it, while the local daily reaches another class.

The trade paper, in its reading pages, shows the tradesmen how to build up and protect his credit; it makes clear that manufacturers and jobbers can, and are eager to, protect him and be his best friends. It urges him to be loyal to his Association; to attend its meetings, make friends of the members, support the officers, and to exchange information so that the unscrupulous contractor cannot prey upon him, or beat down prices through misrepresentation.

The trade paper helps the Association to build up confidence in the trade, and among the members, so that they know when a statement is made, with the intent to play one man against another, that there is no truth back of it. The trade paper has shown that the Association is a clearing house for the exchange of information.

In the professions, post-graduate courses of instruction are taken to fit men for more important work. The only post-graduate course open to the sheet metal contractor is through the Association, where the friendly relations, established by taking a helpful part in the work, secures the best information on any matter from friends, whose experience, practice and knowledge has placed them at the head of the trade. The trade paper

plays another important part in serving, not only as the only text book in this post-graduate work, but also in extending it to the home-study member. In this post-graduate work, the Associations have not lived up to the motto suggested by the writer, and, adopted by the Associations. It is: "Co-Operation Advances Trade Interests." The Associations do not send to the trade paper reports of the meetings, work, essays, and account of the things for which they are working. Every Association is eager for information of what the others are doing, but appoints no press committee to see that the trade paper is provided with a report, from which the whole trade can get encouragement.

The officers of your National Association find their work, to extend the Association, is made more difficult because so little is known of what different Associations are doing. Any member of our Association can become a press committee, and send to the trade paper the gist of what is done at the Association meeting. The Association should have a special committee on publicity. That committee owes it to the National Association, which made its existence possible, to keep the achievements of the Association in the limelight, to encourage the trade to profit from doing similar work, and then telling about it. Facts are wanted, and these should be told tersely with the points made clear. Who is doing it in your Association? Have you noted that the Milwaukee Local is frequently in print? Your First National Vice-President, Paul L. Biersach, is the Secretary, and he sends the advance notice of the meetings to the trade papers, and then a report of what was done. Have you noted the press agent work of the St. Louis Association? They create in the trade, in other cities, the desire to benefit in the same way. Are you doing your duty? A live Association will have a press committee, and it will not only take care of the trade paper, but will get further publicity for the whole trade by telling what its members are doing. Tell the local paper when you are going to meet and discuss fire protection, roofing or other things of similar popular interest; or if a meeting is to be open to the public and devoted to some matter of vital interest to property owners. Co-operate wherever any interest of the trade can be advanced, and do it all the time with the trade papers.

The trade press has shown how men from all over the country can learn the abilities of each other, and can select those who can best handle perplexing matters of National scope. The activities of this Association have left an impress for good on the materials its members use, and it has played its part in encouraging exhaustive expert research work to improve methods of production, to endow the output of the rolling mill with properties to insure longevity of service. The Association is responsible for bringing the manufacturers of warm air heaters to a united effort to improve conditions in that field. The achievements of the Association are many, and appear, and are, of value to the member as he takes part in the altruistic work for the good of all, and in which he, who gives the most thought and service, participates most in the benefits.

In the archives of the Association are many papers furnished by the

writer to different men for the good of the cause, and in some instances his identity has been disclosed, but it is a pleasure that in all the past instances the papers have been well received.

In closing this paper the writer is aware that it opens the way for a more comprehensive handling of the subject, and an invitation is given to those who differ on any point to give the fullest explanation of their opinion, in order that further information be brought out to benefit both the trade and the trade paper.

Now, an afterword: *Follow the frequently given advice of the trade paper to cultivate the art of salesmanship.*

The Committee on Resolutions further reported as follows :

Resolved: That the thanks of this Convention are due to the trade papers for the attendance of their editors and representatives at this Convention and for the many courtesies extended during the year.

Resolved: That the thanks of the Convention are due to the Denver Entertainment Committee, and especially to Mr. H. W. Michael for the long and trying task of carrying through this Convention, which task they have so successfully accomplished ; that special thanks are due to the ladies of Denver who have so gracefully and hospitably entertained our visiting ladies.

Resolved: That the thanks of this Association are due its officers for their faithful and untiring performance of their several duties during the past year.

Resolved: That when we adjourn we do so with three rousing cheers for our National Association, the City of Denver, its press, its people, and especially its sheet metal contractors and last, but not least, the Star Spangled Banner, the emblem of the only really free and greatest country in the world.

The question of continuing the exhibits was raised. Reference was made to the action of the Washington Convention on this subject, and the resolution adopted at that Convention was read. After some discussion it was thought best to leave the exhibit, as heretofore, with the Local Committee having the Convention in charge.

The next order of business was the election of officers. Geo. P. Werner was appointed judge; H. Welsh and George Kohlmeyer tellers.

The election resulted as follows :

President—Paul F. Brandstedt, Washington, D. C.

Vice Presidents—Julius Gerock, St. Louis, Mo.; Geo. Harms, Peoria, Ill.; T. P. Walsh, San Antonio, Tex.; Paul L. Biersach, Milwaukee, Wis.

Secretary—Edwin L. Seabrook, Philadelphia, Pa.

Treasurer—W. A. Fingles, Baltimore, Md.

Trustees for three years—Alfred Holtman, Kansas City, Mo.; Frank B. Hiller, Cleveland, O.; D. M. Haines, Chicago, Ill.

The selection of the next Convention City being in order, the Secretary read invitations from commercial bodies in Louisville, Ky.; New Orleans, La.; Forth Worth, Tex.; New York, N. Y. An invitation was also received from The Employers' Association of Roofers & Sheet Metal Workers of New York City. The Secretary was instructed to acknowledge these invitations and particularly express the appreciation of the Convention to the Employers' Association of Roofers & Sheet Metal Workers of New York City.

Nominations for the Convention City being called for, Peoria and Chicago, Ills., were placed in nomination. The ballot resulted in the selection of Peoria, which, upon motion by the Chicago delegation, was made unanimous.

The President-Elect called Past President, John H. Husie, to the platform, who duly installed the retiring President into office for another year.

The President called all the officers and officers-elect to the platform, and in a few well-chosen remarks impressed upon the officers what would be expected of them for the coming year.

The minutes of the day's sessions were read and approved.

Three rousing cheers were given for the National Association, for Denver, etc., and the "Star Spangled Banner." "Auld Lang Syne" was sung, and the Convention adjourned, *sine die*, to meet again, however, in Peoria; Ills., June 7th, 1916.

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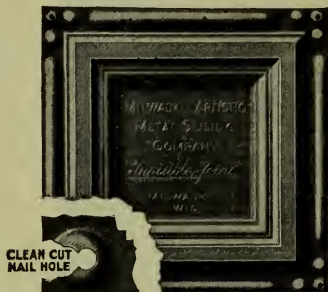
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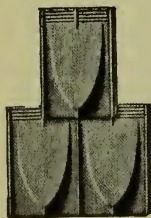
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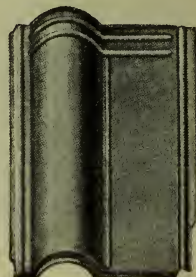
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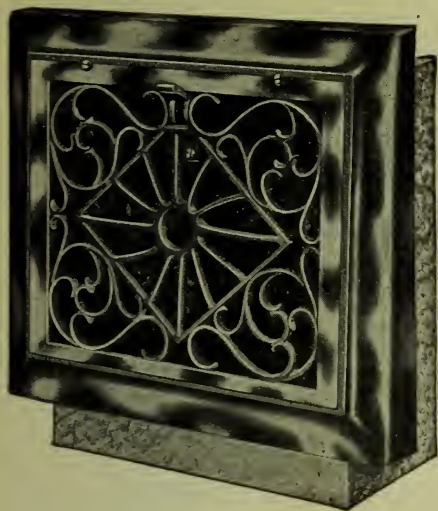


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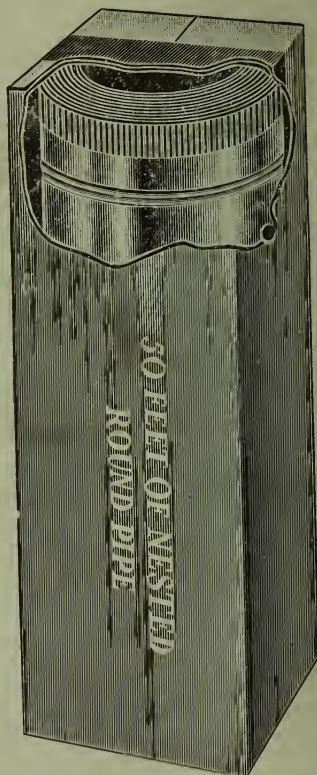
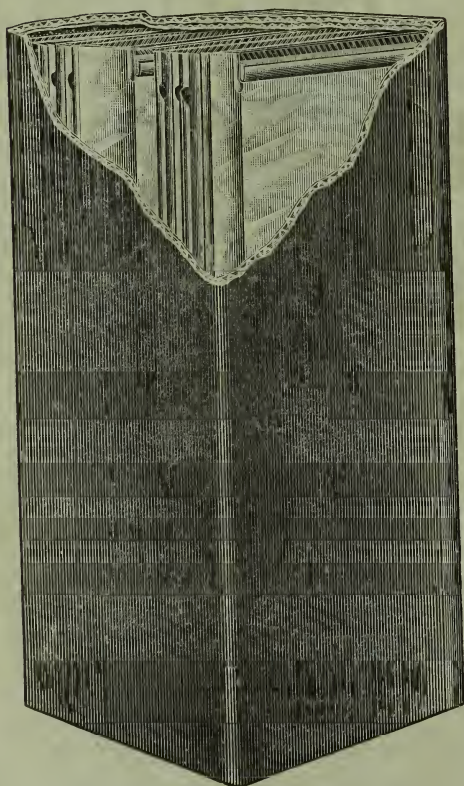
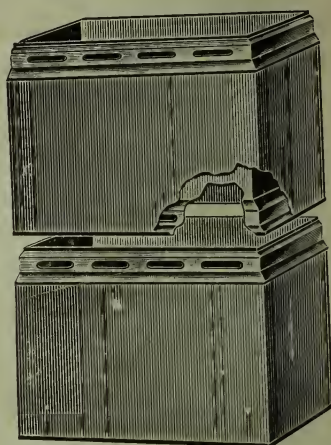
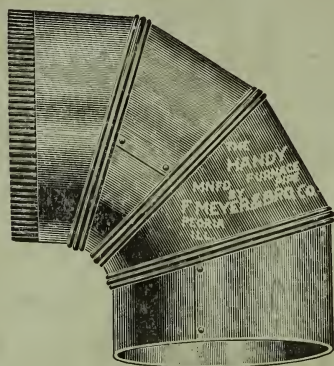
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National Association of
Sheet Metal Contractors
Tenth Annual Convention

Proceedings



Cincinnati, Ohio

June 16th, 17th, 18th and 19th, 1914



PAUL F. BRANDSTEDT

President of the National Association of Sheet Metal Contractors

THE HEADQUARTERS of the Association are at 261 South 4th Street, Philadelphia, Pa.

SHEET METAL CONTRACTORS throughout the country are urged to write the Association for information regarding organizing local associations and the method of conducting same.

THE NEXT CONVENTION will be held in Denver, Colorado, June 8th to 11th, 1915.

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1914

PROCEEDINGS

OF THE

TENTH ANNUAL CONVENTION

OF THE

National Association, Sheet Metal Contractors

The Tenth Annual Convention of the National Association of Sheet Metal Contractors convened in Music Hall, Cincinnati, Ohio, June 16th, 1914, at 12:30 P. M., President J. A. Daugherty, Nashville, Tenn., in the Chair.

After singing "America," President Daugherty called the Convention to order, and in an appropriate address introduced Hon. Frederick S. Spiegel, Mayor of Cincinnati.

Hon. Frederick S. Spiegel.—I surely need not say to you that as Chief Executive of our City I am happy to greet you and that I welcome you with all cordiality. It is surely a figure of speech only when I say that I give you the keys of the City; for we have no gates that keep the stranger without, but all are heartily welcome to be with us.

When I look into your faces, there is no need of assuring you that our Chief of Police will have absolutely no reason to interfere with your actions. But should something happen to you that ought not to happen, but sometimes very naturally does happen, be assured that the Mayor is in his office and will give the necessary order that every stranger within our gates shall be treated as a guest, and we shall be the host.

You have brought us today something which we have been praying for; you have brought us a real, cool wave. We have been sweltering the last week, and you are fortunate in not having to share our discomfort.

Cincinnati is a city that loves to entertain visitors. There is not a man in the service of the City who is not happy to give of his time to assist in the entertainment of those who come to us for the purpose of seeing and learning. We have always sought to deserve the reputation for hospitality; we are glad to extend it, and ask nothing in return except, that, when you go home, you speak of us as we have always been spoken of—the Queen City of the West. If you will do this, we feel that we have been recompensed.

As Executive of our City, I say to you we are at your service; anything which the city officials can show you, you have but to make the request. I welcome you into our midst, and I know that your stay will be a pleasant one, as well as educational. I hope you will be successful in all of your deliberations.

President Daugherty.—The Cincinnati Local is fortunate in having a man who has taken hold of the business and entertainment features of this Convention and made them a success. He is the President of the Business Men's Club, he organized the Sheet Metal Club, of which he is also President, for the purpose of entertaining the Convention and making it a success. We owe much to him and his associates. I take great pleasure in introducing to you E. W. Edwards, President of the Sheet Metal Club.

E. W. Edwards.—It is a misfortune, possibly, on my part, that I had not been a member of your Association, because as manufacturers of sheet metal building material we are exactly in the same class as yourselves; possibly we reach a broader field than some of you do. I am here today because the

gentleman who is Secretary of the Cincinnati Local organization, Mr. Fred. F. Verges, came to me, ill, and asked if I would help him out, and requested me to see that your organization was properly entertained. Mr. Verges is still in the hospital.

I want to congratulate your Association upon having had, as its head the past year, Mr. Daugherty. I have known him, personally, and he is one of the men in the Sheet Metal business who does considerable thinking. You men can accomplish nothing greater for the benefit of your business, yourselves, your community, and your families, than to do some thinking about your business. The Sheet Metal Industry in the United States is new, and all of you should have made considerable money from the infant industry. The greater portion of the sheet metal industry is not over 50 years of age.

When Sir Henry Bessemer invented the Bessemer process, the uses of sheet metal were made possible in a thousand ways that had never been possible before. Iron had been made, but it would not stand stamping. Steel will stand stamping, and today has almost fully occupied the field of sheet metal. V-Crimp, the first patented roofing pattern, was originated by Mr. Belt, in this city.

Many men who are in business, and are hustling from morning till night, do not take time to think about their business, and, therefore, do not make the success of it that they should. I remember talking to a man in the sheet metal business who probably did \$20,000 worth of work in a year. He told me that he could not make any money; that he had a number of men working; that he was under a large expense, always busy, yet he could not make money. I thought I knew the reason why. I said to him: "If a friend of yours should ask you to do a piece of work, the material for which cost \$10.00 and the labor \$10.00, what would you charge him?" He said: "If the labor and material cost \$20.00, I would add 20% and charge him \$24.00." I saw why he was not making any money. I said to him: "What is your overhead expense—your taxes, clerk hire, telephone, etc?" He figured it up, and found to his surprise (not to mine) that his overhead expense equalled his labor cost, so that the cost of that particular piece of work, instead of being \$20.00, was \$30.00, and when he charged his friend \$24.00 for it he was losing \$6.00, yet he had been wondering why he did not make any money.

It is very appropriate that the National Association of Sheet Metal Contractors should be meeting in this city, because Cincinnati pioneered the way in the sheet metal industry of the United States. The history of this city dovetails with that of sheet metal manufacturing. I wonder if you know that the first metal cornice, the first warm air furnace, and, possibly, the first metal shingle, were all made in Cincinnati.

There is an interesting history connected with it all. About fifty years ago, Witt & Brown were in the sheet metal business. One day Mr. Witt saw a big stone cornice drop off a building and kill a man. The shock of that sight set him to thinking. "Why," he asked himself, "should any one put big, dangerous blocks of stone high up on the sides of buildings? Why not a light sheet metal cornice? You know the result. I also believe that the first metal shingle was made in Cincinnati. It was patented and manufactured here by Mr. Regan. Regan is another name we must honor. Even my good German hearers will think well of that Irishman. Speaking of the Germans, the commanding position of Cincinnati in the sheet metal industry is largely due to them. Many skilled German workmen settled here, long ago. They brought their skill, industry and trade secrets along.

No one can hold sheet metal back. I saw it everywhere when traveling around the world. I saw galvanized corrugated roofing in the Philippines, in China, in Japan, in Java, in the mountains of Ceylon, in India, on the banks of the Ganges—everywhere. I even saw it cut into strips, one corrugation to a strip, and used for fencing. Gentlemen, you are just starting in the development of the sheet metal contracting business; the world is before you, go to it.

C. H. Fitzwilson, Chairman of the Entertainment Committee, was introduced, and briefly outlined the entertainment which had been provided for the ladies, delegates and visitors.

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President Daugherty then introduced John H. Hussie, of Omaha, Nebr., to respond, on behalf of the Association, to the addresses of welcome.

Mr. Hussie stated that he had been requested by T. P. Walsh, of Texas, to present President Daugherty and Mrs. Daugherty, each, with a Mexican sombrero, and that he took much pleasure in complying with the request of Col. Walsh.

The address of Mr. Hussie, in responding to the welcome extended by His Honor, the Mayor, and President E. W. Edwards, was full of humor, and thoroughly enjoyed by the Convention.

The roll of officers, delegates, and individual members was called, and the following were found entitled to seats in the Convention:

OFFICERS

President—James A. Daugherty.
Vice-Presidents—Paul F. Brandstedt, K. I. Willis, Julius Gerock.
Treasurer—W. A. Fingles.
Secretary—Edwin L. Seabrook.
Trustees—T. P. Walsh, H. W. Michael, Walter Wimmer, J. A. Pierpoint, J. D. Riley, John H. Hussie.

DELEGATES—STATE

Illinois—George Harmes, Charles N. Louis, Harry Butler.
Texas—George P. Werner.
Wisconsin—G. G. Jones.

DELEGATES—LOCAL

Alton, Ill.—James Barrett.
Baltimore, Md.—Albert Danzer.
Birmingham, Ala.—Henry Hand, O. W. Bragan.
Cincinnati, O.—John Weigel, F. Wm. Strechow, John A. Henggeler.
Cleveland, O.—George Thesmacher, Frank B. Hiller.
Chattanooga, Tenn.—W. E. Love, A. H. Dunlap, C. A. Ryerson.
Columbus, O.—Geo. Snyder, Wm. E. Lamneck.
Dayton, O.—B. R. Rieck, Louis Holtman, Claude McSherry.
Dallas, Texas.—H. M. Smith.
Evansville, Ind.—J. J. Groeninger.
 Ft. Wayne, Ind.—W. C. Wolf, Howard Shorden.
Hartford, Conn.—Thos. A. Aitken.
Kansas City, Mo.—C. F. Kornbrodt, E. E. Miller.
Kenosha, Wis.—John B. Wallig.
Little Rock, Ark.—L. S. Stahl, B. Haley.
Milwaukee, Wis.—L. Hoffman, J. Bogenberger.
Nashville, Tenn.—H. E. Parmer, J. F. Murray, J. A. Jones.
Omaha, Nebr.—Fred. Nesbit.
Philadelphia, Pa.—Chas. F. Geissler, Oliver Bartholomew, E. S. Bortel.
Peoria, Ill.—H. Becker, P. J. Jobst, P. Johnson.
Pittsburgh, Pa.—Louis Luckhardt, Wm. F. Angermeyer.
Providence, R. I.—Wm. M. Congdon, Thomas L. Phillips.
St. Louis, Mo.—Walter Kreuger, H. W. Symonds, Otto E. Cluss, J. F. Ruth, Geo. G. Kohlmeier, F. B. Higgins, F. Bokern.
Syracuse, N. Y.—B. W. Evans.
San Antonio, Texas.—Zay Smith, Martin Walsh, Jas. Green.
Tri-City—J. D. Bollman, John Leutji.
Youngstown, Ohio.—Jas. J. Dalzell, H. J. McNichols, W. J. Parry, Thos. J. Davis.

INDIVIDUAL

Atlanta, Ga.—Dowman-Dozier Mfg. Co.
Cynthiana, Ky.—Shelton Reed.
El Paso, Texas.—Henry Welsh.
Fond du Lac, Wis.—Fred. W. Diedrich.
Greenfield, O.—N. C. Oxley.
Grand Rapids, Mich.—F. H. Weatherly.
Georgetown, Ky.—The Ricketts-Meyer Co.

Holland, Mich.—G. A. VanLandegend.
Junction City, Kans.—Henry Muenzenmeyer.
Lincoln, Nebr.—Harry J. Hall.
Louisville, Ky.—Al. Bourlier.
Norfolk, Va.—W. J. Shepherd.
Owensboro, Ky.—Albert F. Laub.
Shreveport, La.—H. H. Bain.
Wichita, Kans.—Fred. Buckley.

President Daugherty submitted his annual report as follows; which was referred to the Committee on Resolutions:

PRESIDENT'S REPORT

It is my belief that the officers charged with the principal conduct of the Association's affairs should make annual reports, in writing, together with such recommendations as in their judgment should be undertaken by the incoming officers.

First of all, I congratulate you upon the fact that perfect harmony prevails throughout your Association. There is interest shown in the work of the organization everywhere, and enthusiastically displayed in many sections of the country, and that we are gaining strength and importance is a fact not denied, and a condition very gratifying. The progress and activities of officers and committees will be shown by the various reports of same. Therefore in this report I will not deal with those subjects.

The growth of the membership and the affiliations of State Organizations with our Association I will leave to the Secretary to report, as it is in his office all statistics are assembled.

For want of funds with which to pay the expense of visiting the different parts of the country, your President has not done as much of this as he would have. But he was at the organization of the Illinois State Association, at Peoria, Ill., and visited the Locals and the Apprentice School, at St. Louis, on the same trip. Attended the Annual Convention of the Texas State Association at Fort Worth, Texas, and went to Chattanooga, Tenn., and organized a local there. Aside from these trips your President has been busy with correspondence. He has written a little over an average of fifty letters per month, which will average over two letters per day, and a total of nearly seven hundred during the year, to say nothing of the articles written for Trade Papers pertaining to the sheet metal contractors' business; and indeed this is about all he could do.

The burden of the work naturally falls upon the Secretary, who has done his work conscientiously, faithfully and well. The Association is to be particularly congratulated upon the faithful manner in which the officers and committees perform their work, and that no disposition to graft or use the funds of the Association for other purposes than the good of the Association, has crept into its ranks. But every man interested in its affairs, from its inception, has given of his time and means to perfect an organization for the good of the Sheet Metal Contractors throughout these United States. And that we have kept it free from politics, graft and selfish motives, is greatly to our credit, and our progress has been wonderful.

The activities of your Association for the next year may not be intelligently anticipated without prior review of your finances, including assests now available and those in prospect.

The Secretary's and Treasurer's reports will give some idea of that, and in this connection I would suggest that taking your assests into consideration, there should be recommendations proposed and freely discussed in regard to the character of work your officers should undertake for the next year. We are now old enough, and strong enough, to attempt something worth while.

I would recommend that the Apprenticeship Committee be backed in a substantial way, that they may perfect their endeavors to furnish lessons to the boys wishing to learn the trade in smaller towns where sheet metal classes cannot be sustained.

I would suggest that means should be provided for a competent lecturer to visit all locals, at least once a year, and advise on subjects pertaining

to the best interest of the Sheet Metal Contracting Business. Our Lecture Committee this year has done splendid work, and their fine papers have been read and appreciated in the locals. It has been done at a very small cost to the Association. The success of this effort leads me to believe that if this feature was augmented with a personal visit, and a real lecture to the locals by a competent man, sent out by the Association, it would be worth more to the sheet metal contractor than the expense of it, and would be the means of greatly increasing our membership.

I can see no good reasoning in the idea that a few of our members entertain regarding the importance of State organizations, and the benefits derived from them, without being affiliated with the National. Any local in the State might as well claim its individual importance, with no need of a State organization, and with such an idea popular it would eventually run to the individual member, claiming he was of more importance than his local, and decide he can play a lone hand. This would soon result in dissolution of organization entirely. Such an argument, in my judgment, is positively ridiculous, because a National Organization is more essential than organization in localities only, and certainly the cost of maintaining membership in the National body is not great enough to disturb any member.

Three dollars (\$3.00) a year, or $\frac{5}{6}$ of a cent a day, is too insignificant to discuss. I trust that the delegates will consider that our National Secretary is giving his time for fifty dollars (\$50.00) per month, and that the cost of running the business of the National Association is now on such conservative lines that we must neglect much important work for want of funds with which to do it. We have discounted every bill that has been brought against the Association this year, and maintained the good credit of the Association by deferring payment of the Secretary's salary some months, and the Secretary and President have advanced money with which to do their work, and waited to be reimbursed until the Treasury was able to do it without putting off payment of outside bills. So you will see that we have really discounted the bills of the Association with our own means, preferring to wait ourselves.

The cost of running the National Secretary's office is not greater than some of the State Associations are paying to maintain the State Secretary, and it seems to me that for any part of the Per Capita Tax to be returned to the State organizations is at this time unwise. I do think, however, that where a State Association does organization work, and relieves the National Association of that expense, *that* State Association should be remunerated for that work, by allowing them the three dollars (\$3.00) Per Capita Tax for the first year for each new member enrolled. This should stimulate the work of the State Association and pay them well for their effort.

I am anxious that the next administration be furnished ample means for necessary work for the good of the membership. We have certainly been handicapped for want of funds this year. Especially do I urge and recommend against the election of a President, of this Association to succeed himself. My personal views on this subject are the result of careful thought and are dictated *solely* by a feeling of sincere affection for our institution and the hope of its continued welfare. The honor is too great not to pass around each year to deserving men. Whatever measure of success has been accomplished this year has been made possible only by the enthusiastic, intelligent and unflagging zeal with which your President has been supported by the officers and Committees, and indeed by many members individually, and the Trade Papers should receive a full share of credit for their valuable support.

It would be invidious to specify by name or attempt to give individual credit to all who have helped in the work, and the same fine spirit of mutual helpfulness may, I am sure, be looked for by your incoming President, and with it possibility for failure is utterly remote.

Personally, I express to the Association my keen appreciation of the honor it has conferred upon me. The title and dignity of President of the National Association of Sheet Metal Contractors is, in itself, no small thing. I shall value it as an evidence of the too great partiality of my friends, who in return for their kindness have not been served as adequately as they deserved. It is my hope that, retiring again to the ranks, it is with these friendships augmented

and strengthened. Certainly it is with the firm determination on my part, that the welfare of the Association and its members shall, with me, come first and always remain a trust which I could not violate if I would.

And now in conclusion, we are here to transact business. I trust the Convention will adopt rules of procedure that are simple, but positive, under which we may work, and I promise, as your Chairman, to enforce the rules you adopt. Remember this is your Convention, and the enforcement of your rules will be your doings, not mine. I am simply your servant, and will do your bidding without fear or favor, recognizing the full rights of every Delegate and Officer according to the rules you yourselves adopt.

Again expressing my appreciation for the honor and the kind consideration that has universally extended to me throughout this year, I am,

Your humble servant,

J. A. DAUGHERTY, *President.*

Treasurer W. A. Fingles presented his annual report as follows, which was referred to the Auditing Committee:

TREASURER'S REPORT

Balance on hand June 1, 1913		\$ 711.13
Received from all sources during the year		3193.70
Total		\$3904.83
Expenditures during the year	\$2993.82	
Balance in bank, June 13, 1914	911.01	
	\$3904.83	\$3904.83

W. A. FINGLES, *Treasurer.*

Secretary Edwin L. Seabrook presented his annual report as follows, which was referred to the Committee on Resolutions:

SECRETARY'S REPORT

In presenting this report to the Convention, it might not be out of place to state that it is the ninth one. This National organization, in a few months, will have rounded out a decade. I wish time permitted a review of these nearly ten years.

All our Association work during the year has been well maintained, and substantial progress has been made in every department. Committee work has been better organized, and, probably, more efficient, due to accumulated experience in handling the problems, than heretofore.

The Lecture Committee has aroused an interest in timely business subjects; the Apprenticeship Committee has been diligently at work upon certain problems; the Warm Air Furnace Committee brought the furnace manufacturers together, while the Trade Relations and Policy Committee has kept in close touch with trade protection matters throughout the country. As each of these committees will present a detailed report of its work, further comment is unnecessary at this time.

Organization work has been carried forward with all the energy possible. This feature, for the year, has been peculiar in some respects. The results have been slower in realization than some previous years. The scope of the work has included territory from Boston, Mass., to a line as far West as Chicago. Nearly a week in January was spent in Boston. Three different organizations were consolidated into one, but the ultimate outcome, so far as the National is concerned, is not yet apparent. Much time has been given to strengthening weak locals, and reviving dormant ones. In some cases two or three visits were made to bring some of these back to activity.

During the year I have been to the following places. Boston and Salem, Mass.; Jersey City, Plainfield and Westfield, N. J.; Bristol, Conn.; Allentown, Bethlehem, Harrisburg, Altoona, Lock Haven and West Chester, Pa.;

Binghamton, Elmira, Niagara Falls and Lockport, N. Y.; Dayton, Cincinnati, Cleveland, Toledo, Ashland, Findlay, Delaware and Canton, Ohio; Logansport and Ft. Wayne, Ind.; Baltimore, Md.; also attended two State Conventions.

With the exception of Cincinnati and Cleveland, all the other places were visited with organization work of some nature in view. In some cases the attempt to organize was, so far as the present is concerned, an apparent failure. Others formed organizations, some of which have affiliated with the National, while others are expected to take this action. The attempts to revive dormant locals were successful in every case except Toledo, Ohio. I have been unable to get any word from that organization since my visit there in March, at which time a meeting was held and officers elected.

The wide extent of territory influenced by organization work can readily be seen by the organization and affiliation of Salem, Mass., touched by the Atlantic Ocean, and Long Beach, Cal., on the Pacific Ocean, during the year. National President Daugherty organized Chattanooga, Tennessee, which has affiliated.

While the immediate results of the year have not been all that were hoped for and expected, it must be borne in mind that sowing precedes the reaping. No one can foretell results in this direction. Two years ago, Mr. John H. Hussie, then President, visited Wichita, Kansas, and held a meeting. For twenty months nothing seemed to come from this effort. A short time ago word was received that the Wichita firms had actually organized.

The amount expended for organization work during the year by your Secretary was \$471.23; by President Daugherty, \$164.69; and some special work, \$67.50, making a total of \$603.22.

It has been the well-settled policy of the Association to spend every dollar available for organization work, and I would, therefore, urge the continuance of this policy for the coming year.

A condition arose in the Texas State Association which seemed to demand the attendance, at the Annual Convention of that Association in March, of the National President and some other National officer. In fact, a request for such attendance came from members of that State organization. The cost of this attendance, naturally, is charged to organization work.

STATE ASSOCIATIONS

Two State Associations have been formed during the year: Wisconsin and Illinois. It was my privilege to be present at the first Convention of the Wisconsin State Association in Milwaukee, in January. This was held in connection with the Convention of the State Hardware Association of Wisconsin. The meeting was well attended, and much enthusiasm manifested.

President Daugherty attended the organization meeting of the Illinois State Association. I regret that I was unable to accept the invitation of the Illinois Association to attend its first Convention, in April. It came at a time when it was impossible for me to be present.

I attended, by invitation, the Convention of the Michigan State Association, in Detroit, the last week in March. This Association is the result of the organization work in previous years done by our Association in Michigan. That Convention was well attended, and many pertinent trade topics discussed. I was accorded the privilege of presenting the cause of the National Association at the last business session. No direct vote upon affiliating with the National was taken, but the matter was referred to the Executive Committee.

All the officers and Executive Committee of the Michigan State Association received invitations from President Daugherty and myself to attend this Convention.

The retiring President of the Michigan State Association, Mr. C. W. Rutherford, is a member of this Association through the Jackson Local. The President for the ensuing year, Mr. George A. Van Landegend, is an individual member of this National body.

The State Associations can be a source of weakness or of strength to the National body. It all depends upon their manner of organization and the closeness by which they are bound to the parent body. In the organizing of State Associations it must be borne in mind that these are the result of much

time, effort and much money spent in organizing locals in previous years. It should also be borne in mind by such State associations that this money has been contributed from many other parts of the country, and that they are at least bound by moral and financial obligations to help support the organizations combined in the National, scattered throughout the country, that made their own State and local associations possible.

For instance: In New England there are organizations that have been with the National Association almost since the inception. These have contributed to every call for financial assistance to do organization work. Is it fair to these organizations that have so contributed in the past and made State associations possible for these States, when they organize, to forget the hand that has helped them in the past.

What is true of the locals in New England, will apply also to those in Pennsylvania, New York and many other States.

I am touching upon this phase of State organization because I feel it is a vital one, and has a decided bearing upon future work. The State association may feel that it is all self-sufficient within itself when organized. If such a policy should be carried to its logical conclusion, the great sheet metal industry of this country, instead of having one great, strong organization, capable of wielding a tremendous influence, would simply be splitting itself up into a lot of small associations with no binding tie among them. The line of demarcation between the different States would not only be apparent, but it would be very severe.

The State association can be made a most valuable asset, not only to the National, but to the Locals as well; but, if it is to be made such an asset, it needs to be carefully organized, properly financed, and an insistence that every member of the State association shall be a member of the National body. In fact, I do not think the National Association would be going too far in insisting that, when State associations are organized, the members organizing them shall be members of the National Association, either as individuals, or through local associations, or shall become members before they are enrolled as members of the State association; or, that such enrollment as a State association member automatically makes membership in the National body. How is it possible for the National body to charter a subordinate body and have a part of the subordinate body members of the parent body and the other part not? Is there any consistency in this method?

I feel that when a State association is to be organized, a National officer should be present and assist in its organization; that its by-laws should conform to the constitution and by-laws of the National body; that a sufficient revenue should be provided from its members to properly finance the State body and pay the per capita tax to the National Association. Any other course is certainly a weakening of both organizations. Anything that tends to weaken the National body will have its reflex on the State and local bodies within the State.

PER CAPITA TAX INCREASE

By action of the Washington, D. C., Convention, the matter of increasing the per capita tax from \$2.00 to \$3.00, was submitted by a referendum vote to the entire membership. This vote was taken during the months of August, September and October. The result of this referendum vote was well-nigh unanimous for the increase. Seven locals, with a membership of seventy-five, recorded their votes in the negative, four individuals voted against the increase; nine individual members of the Texas State Association also voted in the negative, making a total of the votes of eighty-eight members against the increase. This increase in per capita tax does not seem to have affected the number of members in the least. No local, local members, or individual members, have withdrawn (so far as this office has been informed) because of the increase.

METAL TRIM

The Washington Convention instructed the Secretary to take up with prospective builders, architects, and all interested parties, the matter of having metal trim installed by the sheet metal trade. Your Secretary has had

considerable correspondence, with the manufacturers of metal trim, upon this question. They were urged, as far as possible, to use their influence in having the work done by the sheet metal trade, rather than by carpenters and other mechanics. The correspondence on this subject was not only unfavorable, but in many instances discouraging. There is a disposition on the part of the manufacturers of metal trim to infer that sheet metal mechanics are not as competent as carpenters to erect this work. They claim that the sheet metal mechanic has been trained to do rougher work and is, therefore, not qualified to do as neat work as the setting of metal trim requires.

Please understand, that your Secretary is conveying to you the expressed opinion of some manufacturers of metal trim, and not his own opinion. There is, probably, not a man in this Convention but feels that the sheet metal mechanic can do as neat and clean a piece of work in the metal trim line as the average carpenter.

If the setting of metal trim in buildings is to be preserved to the sheet metal trade it will require immediate, concerted and vigorous action on the part of master sheet metal workers everywhere.

EMPLOYERS LIABILITY INSURANCE

This has been an important feature in the work of the year. Our Association held out to the sheet metal trade in every section of the country, with the exception of two or three States, the opportunity to save money on this item. Employers' liability, auto-truck and team insurance have been secured for our members in many States. In every instance we have been able to save these insuring members a substantial sum. These sums have ranged from \$15.00 to over \$200.00, according to the amount of the pay-roll and size of the premium. As far as possible wide advertisement has been given to this money-saving feature.

At the request of President Daugherty, the subject of Employers' Liability Insurance has been made a special feature on the program, and will be more fully discussed at that time than is possible in this brief report.

A new insurance feature is offered the membership of this Association—that of securing fire insurance at very reasonable rates. It is a well-known fact that many State Hardware Associations have formed fire insurance companies and are insuring their members against fire loss at a minimum cost. The Nebraska Mutual Hardware Insurance Company, of Lincoln, Nebraska, on May 7th, voted to extend this insurance privilege to the members of this Association, provided those desiring to insure would become associate members of the Nebraska Hardware Association.

SERVICE

As a business proposition, the trade organization should serve its membership in every possible way. The old idea of a trade organization was rather a collection of individuals than of actual service. Today, the trade organization means: service to its members. This service may take many phases, but in the general, the organization can serve the member in many instances better than he can serve himself. This service may take the form of trade protection, eliminating bad competition, securing and disseminating information relative to credits, financial standing of firms and individuals with whom the members are dealing, collection of bad accounts, and many other desirable features. When the membership of a trade organization, whether Local or National, gets the idea of service, that the organization is there to serve its members, that it has something of value to offer in return for membership, the stability of the membership will not be lacking.

Each local association should, therefore, aim to serve its members in some practical, definite, profitable manner.

CORRESPONDENCE

It is quite natural that as our Association grows in membership and increases in importance that the correspondence should constantly increase. No attempt is made to take an account of the number of letters and other kinds of mail sent out or received. We have never been able to see where this serves any good purpose, and would only take up time that could be better spent in

some other direction. Inquiries on all kinds of subjects come to our office. Some pretty hard propositions are put up to us. One man wants to know how to handle a price-cutter, another what to do with a fellow-member who will not keep his word, and many other inquiries of such a nature that no direct, positive answer can be given. Each one of these, however, received the best attention possible. All correspondence has been answered promptly.

UNSTAPLE MEMBERSHIP

One of the most discouraging features of our organization work is the unstaple membership. It is an easy matter to visit a certain city and secure the attendance of a reasonable number of the trade, to consider the advisability of organizing, but it does not appear to be such an easy matter, after the first enthusiasm has worn off, for that membership to hold itself together. If every place visited and organized would hold its membership intact the increase in members to our Association would be surprising. A local organizes, adopts good working features and starts off in a prosperous condition. There is an old adage about not being able to stand prosperity. Perhaps this is this reason why so many locals have flourished for a little while and then have to be constantly prodded to maintain their life or else go out of existence altogether. The unstaple membership is the greatest weakness of our organization. It is not to be presumed that this applies to ours only, but to every other trade organization. If the members of the sheet metal trade would only realize that there is a price that must be paid for maintaining, in this peculiar business age, better business conditions, the unstaple membership would become staple.

THE COST OF DOING BUSINESS

More interest than ever is being taken in this important business subject. Lectures or talks on the "Cost of Doing Business" are being linked with organization work. Wherever meetings have been held to organize, the cost of doing business has been illustrated in some form. Blackboards have been used where available. In other cases some data has been put down on large sheets of paper. In view of the importance of this subject permanent charts have been prepared. These take up but very little room and can be taken on organization trips, and the facts relative to the cost of doing business can be definitely presented, at any meeting, whether such meeting be five or six or ten or twenty times that number. These charts will be used later during this Convention when the subject of the "Cost of Doing Business" is discussed as a special number of the program.

Wherever this subject is presented it never fails to arouse an interest. The great number of men who make no allowance for overhead charges, or if such an allowance is made, is done by guess work, is truly amazing. The cost of doing business is a part of the price and estimate, and should be included just the same as labor and material; in fact no one compiling an estimate would think of leaving out either labor or material. The expense of conducting the business is just as absolute and fixed as the cost of material. When this fact is driven home the cause of low prices and poor prices is readily understood. It is gratifying to report this subject is being considered more and more all the time.

THE NEED OF ORGANIZATION

It is quite apparent that the need for organization in business was never greater than it is today. The sheet metal trade is not engaged in merchandising. The hardware dealer buys an article and sells it at an advance over cost without changing its form; that is merchandising. The master sheet metal worker will buy a dozen different kinds of material and by a combination of machinery and skill assembles these into some object; that is production. In merchandising, the selling price is made after the cost of production is known. In the sheet metal trade the selling price is made before the production, when the cost is undetermined except by comparison and estimating. It is therefore quite apparent that the sheet metal trade, along with other lines of building business, makes its price to some extent upon unknown quantities. In other words, the cost of an article is not definitely known until it is completed. This fact has a downward tendency in price, particularly where the cost of produc-

tion is not accurately kept, so that when a certain piece of work is completed it is not definitely ascertained whether there has been a loss or a gain in its production.

As the action of every one engaged in the trade has its influence upon all other competitors, no one is running his business to suit himself. Each one is subject to the influence of what the others in the same line of business do. It is quite apparent, therefore, that the bad influences can only be overcome by organized effort.

I cannot close this report without acknowledging the assistance given me by the National officers and many local secretaries. Many an encouraging letter has come from some officer or trustee. To work with our National President Daugherty has been a pleasure. He has filled this high office with dignity and ability. Several delicate problems, unknown to most of the membership at large, have been handled by him with tact and sound judgment. I should be ungrateful if I did not in some way express my appreciation for the hearty support which I have received from President Daugherty and the other officers during the year.

So ends the ninth year of our Association. Fruitful and progressive as these nine years have been let us set our ideal for the next year higher than ever. Let us close up ranks, forget petty differences and present a solid front for the development of one of our country's greatest industries—the sheet metal business.

The Secretary stated that the National Association of Master Plumbers was in session at Atlantic City. The following telegram was ordered sent to the Master Plumbers Convention:

“The National Association of Sheet Metal Contractors sends fraternal greetings to its kindred association, wishes it a successful convention, and expresses the hope that a joint effort be made to better trade conditions the two organizations hold in common.”

Later the following telegram was received in reply:

“Your telegram of greeting read to our convention. We extend best wishes to you for a successful convention.”

The attention of the Convention was called to the serious illness of Ferd. F. Verges, Secretary of the Cincinnati Local, and who invited the Convention one year ago to Cincinnati. A letter from Mr. Verges' physician was read stating that, owing to the critical condition of Mr. Verges, it would be unwise for his friends to visit him. The Secretary was instructed to send a floral tribute to Mr. Verges each day the Convention was in session.

George A. VanLandegend and C. B. McDole, George Harmes and Chas. Louis, Presidents and Secretaries of the Michigan and Illinois State Associations, and G. G. Jones, President of the Wisconsin State Association, were introduced to the Convention by National President Daugherty, and each made a brief address.

The President appointed the following committees:

Resolutions :—John H. Hussie, Charles F. Geissler, George Thesmacher, Julius Gerock, William E. Lanneck.

Auditing :—Walter Wimmer, Paul F. Brandstedt, Joseph F. Murray.

Credentials :—Louis Luckhardt, Rudolph Strehlow, H. W. Symonds.

The Convention adjourned until 9:30 a. m. Wednesday.

Before adjourning, the Convention accepted the invitation of the Newport Rolling Mill Co., of Newport, Kentucky, to visit their plant. The Rolling Mill Company provided a special train which carried the delegates and visitors to the plant. After inspecting the plant and the various operations of making Open Hearth Sheets, from the pig iron to the shipment of the sheets, the guests were taken to the ball park where a supper was served in the open air. Following this, various kinds of entertainment were provided.

WEDNESDAY MORNING, JUNE 17th.

The Convention convened in Music Hall at 9:30 a. m., and at the request of the President, was opened with prayer by K. I. Willis.

The Committee on Credentials reported those entitled to seats, which report was received by the Convention.

The report of the Lecture Committee was called for and presented by Paul F. Brandstedt, Chairman, and was as follows:

REPORT OF LECTURE COMMITTEE.

I herewith hand you the report of the very young Lecture Committee.

This committee came to life in November of 1913, and was the result of a suggestion on the part of Frank K. Chew. The original idea was to treat on "improved shop methods and execution of work." However, your chairman felt that it would be more important to improve business methods. The President subsequently appointed the following gentlemen to the committee: Frank K. Chew, Edwin L. Seabrook, Otto E. Cluss, J. D. Riley, Robert E. Braley, Benj. F. John and Paul F. Brandstedt.

Your Chairman then advised each member of the appointment, together with a general plan of the work this committee was to do, and how the work was to be done. The chairman selected the subject and advised each member of same with a request for an opinion or expression. The result was an exchange of ideas which made the work of your Chairman easy, and further made it possible to incorporate the individual ideas of each member. The first lecture was ready for the January meetings, being sent out through the National Secretary, in whose office the printing was also done.

THE WORK INTENDED

The aim of your Lecture Committee is to bring to the attention of all members of the National Association the various weak spots in our business.

Only by picking the flaws can we hope to improve conditions in our trade, a trade that has grown to an important industry. There is no doubt that the rapid growth of our trade has made it difficult for us to keep up with its development, and therefore we must catch up.

We must concentrate our efforts, reduce lost motion, and create a thorough understanding of the importance of our fellow tradesman to our own well being.

FURTHER, we want to create a keen sense of trade honor, which must be on a par with the ethics of any profession.

THE WORK ACCOMPLISHED

To date, four lectures have been sent out, all of them being related to one another, as close observation will show.

The responses were very pleasing, as letters were received from various locals from all parts of the country, together with requests for additional copies, ranging from 20 to 100 in number.

Right here we want to impress on the delegates the importance of sending to the committee the results of the discussions on the subject presented, for you will find the real values of the lectures are these selfsame discussions. Your committee desires these results, for it will develop new ideas or new angles of view point.

In conclusion your committee recommends:

(1) That the lecture committee be made a permanent one. (2) That all lectures be printed in sufficient numbers to supply each member of every local with a copy. In this way we hope to reach the absentee member and prove to him the importance of attending meetings. (3) That each local appoint a lecture committee, the chairman of which will keep in close touch with the National Committee.

In this way we can do better and more efficient work and bring material results to all of us in a shorter time.

This would develop into a movement that would indeed be National in its scope. It will keep us rubbing elbows for the entire year.

"Where the hammer strikes the sparks fly."

So it is with ideas; one thought develops another, and the more thoughts we develop, the greater will be our improvement.

Respectfully submitted,

PAUL F. BRANDSTEDT, *Chairman.*

William F. Angermeyer moved that the report be received, the recommendations contained therein be adopted, and a unanimous vote of thanks be tendered the committee. The motion prevailed.

In connection with the report of the Lecture Committee, Mr. Brandstedt read a paper: "Co-operation—the Silent Partner of Our Business."

CO-OPERATION—THE SILENT PARTNER OF OUR BUSINESS

It is with a keen sense of appreciation of this important subject, that I accepted this commission, and I trust I may prove equal to the task.

Co-operation means: to operate together or jointly for a common subject, or to a common end or result.

The very word is full of meaning, and at once makes clear to us in what relationship we collectively stand to the individual.

Beginning about twenty years ago, concentration, or co-operative movements began among large business enterprises. The movement grew stronger each succeeding year, until, today, we have all around us great and powerful corporations. These corporations were built up from small companies or firms, many of them of doubtful financial standing. They were all welded into a solid mass, and through this process became strong institutions which made good, substantial profits for their stockholders.

This is merely a recital of facts showing what can be accomplished thru concerted action.

This process of concentration is still going on today, and it is now being taken up by the various trade bodies. You will note that men of means and greater business ability have passed thru this period and have arrived at that point where their methods must be readjusted.

This, then, is the situation: Large business has arrived at the second state of organization, and small business is struggling hard to get on its first co-operative legs.

The obstacles which stand in the way of this desirable object are many but we can boil them down to one reason, and that one reason is "OURSELF." No doubt you look at me in wonderment; in surprise; yes, in a degree of skepticism; but—we will dig into this matter, and see if the foregoing is correct.

It has only been a few years ago that every owner of a shop or store looked upon his competitor as an enemy. You and I distrusted him; he was a man to be watched like a thief in the night, and all sorts of strategy was employed to see what he was doing.

From where does this emanate but from "*oneself*."

All of us have trade which we consider our own, and it is solid and substantial trade. There is another class of trade, however, known as the open market, and there is the field that invites troubles and hardships. Here we meet the man who is ever ready to give us a contract—if we meet his price. Here we meet the fellow-tradesman who wants to do a job for as little as possible. And last, but not least, we meet the man who always kicks about the work when you want a settlement.

I ask you plainly: Can we remove the above troubles; are we compelled

to carry this burden, or: Can we do just like big business has done—work together?

We answer a decided "YES."

A large proportion of our firms are partnerships, some of them corporations and the balance individual owners.

What is the principal characteristic you require in a partner?"

"Absolute Integrity."

Not an atom of distrust can enter into a successful partnership.

That, gentlemen, is the answer to the question: *can we remove our troubles?*

We who have joined an association of fellow-tradesmen, have formed a partnership, to co-operate, to gain a common end or result. In doing this we obligate ourselves to be honest with one another, to remove that *worst* of all faults—*distrust*—and to deal with one another as becomes partners in a common enterprise in the full sense of this high quality.

Our association work has gone forward, slowly at first, and in the nature of things it had to. Today we are moving along better, because we are learning to understand the underlying reasons upon which associations operate. I question, however, if all of us have come to the full understanding or realization of this work; if it has revealed itself to us in the light of a partnership. It is a partnership—a *forcible partnership*—that, though it be silent, is of the greatest value to every one of us. You must understand that we work with each other, that is, consulting one with the other. You want to remove the things that are unsatisfactory, which means more consulting. You want to remove the possibility of losing money; again consulting with one another.

What is that but a partnership in its truest meaning?

WE, all of us, have but one object or reason for being in business—TO MAKE MONEY. And since we have selected one of the finest trades, that keeps you employed nearly the year round, why not put it on a par with any other trade or profession?

The man who has enough initiative and courage to start in business for himself must possess good qualities, or you and I would not be here today. So we must recognize in our competitor a fellow-tradesman who works against us when alone, but with us when enlightened on the advantages of association partnership.

In conclusion, I want to quote the old saying: "A house divided against itself must fall."

This also applies to business, and it is only too often that the small business man fails because of his failure to work with his competitor.

A solid formation will make a goal, and so will association win its goal, but remember: You must co-operate with your associates to the utmost. If you will do this, you will be contented, and you must realize to the full the force of this silent partnership.

Al. Boulrier moved that the paper be received with thanks, and that the same be printed in the Proceedings. The motion was carried.

President Daugherty.—The Apprenticeship Committee invited Mr. Frank H. Ball, Director of Industrial Education, in the Public Schools of Pittsburgh, Pa., to address the Convention. I have the pleasure of introducing Mr. Ball.

Frank H. Ball.—I have been trying to educate boys for the last ten years. I came up from the ranks and learned the trade of iron and brass moulding. For the last twenty years I have been doing everything possible to raise the standard of the fellow between 14 and 16 years of age, who doesn't have half a show. I do not care so much about the fellow in the High School who has a well-to-do father back of him, but it is the little fellow who has to work with his hands in whom I am extremely interested. There is no place in the modern industrial world for the unskilled workmen; every one must have an education, and that education requires special preparation.

This special preparation must come in one of three ways :

First—Through the Public Schools. I can refer you to many publications that will prove that the Public Schools have absolutely failed to prepare the boy or girl for a place in life.

The second source is private schools, corporation schools, or something of that nature. I have just attended a convention, in Philadelphia, of the National Associations of Corporation Schools; this was one of the most enthusiastic and instructive conventions that I ever attended. All theories were cast aside and facts presented, telling what was needed, and how it was to be accomplished.

The third means is through Correspondence Schools.

Your Association may be strong enough in the large cities to bring about industrial education in the public schools, but in the majority of the smaller towns the correspondence school must be depended upon to give this special education to apprentices. When I say "apprentices," I refer not only to sheet metal work, but to other forms as well.

In Pittsburgh, we are educating the discontented boy, who leaves school at the age of 14 and gets any old job possible. We are trying to give him the foundation elements in several industries, such as painting, cabinet making, electricity, etc. The question has been asked me: "Why do you take up sheet metal work?" I answered, without throwing any bricks at the plasterer or bricklayer by asking "how much education does the plasterer or bricklayer need?" They are absolutely necessary to the building trade, but they do not need the high degree of education that is required for some other trades.

The Plumbing Trade is not in the ascendancy; five years from now the apprentice or journeyman will not be asked to wipe a lead joint. All that will be required is for a man to be able to cut threads and know the difference between an elbow and a union, etc. In the sheet metal trade you are in the ascendancy. There is no trade that I know of, outside the pattern makers, that requires so much education as sheet metal work. What you need is a mechanic who can go to the drafting table and make a pattern of a five-piece elbow at any angle desired. What should your mechanic know? Mechanical drawing, something of practical geometry, even some trigonometry. He may not know the names of these things, but he must be able to apply knowledge of that kind at the bench. In Pittsburgh we are giving the boy two years of schooling, and trying him out. If he does not like one trade, we give him another. Everything is taught by practical men. Three of our teachers were journeymen in the Pittsburgh shops. We teach them mathematics, history, everything that co-relates with their work. When these boys have finished a two years' course, I expect them to go into the trade and learn the rest of it under commercial conditions, and that ought to make them much better workmen than the boys that are picked up from the street.

I asked the labor union for their co-operation in this matter. One of the members asked: "What will you do if we refuse to give our co-operation?" My reply was: "I will go right on doing the same line of work, and make the boys so good that the labor union would be glad to take them, as they will be so superior to anything that can be picked up."

In many of the smaller cities, in order to educate your apprentices, you must call upon the correspondence schools. The employer should realize that encouraging the apprentice is a much more important task than hiring journeymen; that the selecting of boys entails a serious responsibility, and that the neglect of this responsibility is almost a crime.

I believe you will agree with me that with the diversified lines opening up in the sheet metal industry you are going to have hard work to get all-round competent men—men who can do more than make a cornice and be able to put it up. Men who can do these things are the men that are gradually being taken away from you. The factories are turning out a great deal of work that rightfully belongs to your shops, and there are reasons for it. If you will educate your apprentices along proper lines, you will be doing a great deal for your own trade that, perhaps, you are not able to do at the present time.

We sometimes hear a great hue and cry raised when some one begins to talk about training boys for Associations like this: we are making industrial slaves, exploiting the boys for the benefit of capital, and talk of that sort. My contention is, that it is a great deal better to make one or a thousand industrial slaves for any Association than it is to make one or a thousand street corner loafers, who have no line of recognized ability, and who will finally drift to the reformatory, or worse places. It is a great deal better that you should pay some of your big, round dollars for skilled labor than that you should be called upon to pay the expenses of reformatories, prisons, or work houses. Ninety per cent. of men have to use their hands, and the public schools have made no preparation for these hand workers.

A Member.—I am glad there is one gentleman in this country that thinks it no disgrace to work with the hand, and that the sheet metal business is something worth learning.

Another Member.—In my town we have a great deal of trouble getting boys; the High School boy is not willing to walk along the street with a firepot in his hands; he thinks that is a disgrace.

Professor Ball.—The remedy is to begin back of the boy; you must begin to educate the boy's parents.

Paul F. Brandstedt.—The future of our business depends upon the training and capacity of the present-day apprentice boy, who is to be the business man of the future. The old crop that we have is a little hard to educate, so we must provide for the future by educating our boys, not only as to mechanical efficiency, but also to maintaining their proper standing in the business world.

George P. Werner, of Galveston, Texas, stated that his two sons became interested in the correspondence school; both went to a trade school in New York, where one took a plumbing course, and the other sheet metal. One is now a foreman in a New York City shop, and the other is in Galveston in charge of his (Mr. Werner's) shop.

The Convention adjourned until 1:30 o'clock p. m.

WEDNESDAY AFTERNOON, JUNE 17th

The Convention reconvened at 1:30 p. m.

Mr. Zay Smith, of San Antonio, Texas, offered two resolutions, which were read and referred to the Committee on Resolutions.

John D. Green, President of the National Warm Air Heating and Ventilating Association, who had been invited to address the Convention, but being unable to attend, sent the following letter, which was read by Mr. McHenry.

DETROIT, MICH., June 15th, 1914.

MR. PRESIDENT AND MEMBERS OF
THE NATIONAL ASSOCIATION OF SHEET METAL CONTRACTORS.
GENTLEMEN:—

When I received the very cordial invitation from your Secretary some weeks ago to attend your meeting, I wrote him that, if possible for me to do so, I would be very glad to attend.

I had fully decided to do so, but now find in acknowledging and accepting the invitation it was a good thing I wrote "if possible," as matters have since come up which will absolutely prevent my leaving Detroit during the time your Convention is in session. I wish, however, to express the earnest wish that you will have a most successful meeting, which no doubt you will, as you

are to be congratulated on having in your organization a large number of members who are most heartily interested in making your Association meetings successful.

You have, since the beginning of your organization, been exceptionally fortunate in the wise selection of your officers and Committees. One of our foremost writers says; "Responsibilities gravitate to the person who can shoulder them, and power flows to the man who knows how." Your judgment has proven this statement to be absolutely true.

You have also proven that "co-operation, not competition, is the life of trade". You have done, and are still doing a great work. You have reversed the slogan of the old days, "competition is the life of trade".

In the past no mention was made of co-operation, but it is hard work to make a success these days without co-operation. The following rhyme illustrates this fact :

COMPETITION WITHOUT CO-OPERATION

There were once two cats in Kilkenny
Each thought there was one cat too many
So they scratched, and they spit,
And they fought, and they bit,
'Till excepting their nails,
And the tips of their tails,
Instead of two cats, there weren't any.

Here you have the story of every trade that holds fast to competition without co-operation. It is a story of waste and corruption; it is a story of strife and war.

Co-operation is the basis of permanent accomplishment. The most efficient force entering into every place of human vocation, whether commercial or industrial, is, in its last analysis, resolved to one—Co-operation. For lasting and beneficial results there can be no more efficient force than an Association of the majority of fellow-dealers or manufacturers in the same line of business.

Now, if all this is true, and I firmly believe it is, why don't everybody in the sheet metal trade join the local association?

The same old story obtains in all Association work; much hard work is required on the part of the officers and members to build up any organization, and, by the way, I am having some experience at the present time in that particular line myself.

As President of the National Warm Air Heating and Ventilating Association, I ask you all, officers and members, to speak a good word, whenever the opportunity presents itself, in favor of this organization. I assure you we will appreciate it, and your good words will materially assist us in our work.

I am very glad indeed to know that our Secretary, Mr. Allen W. Williams, will be with you and will give you an outline of what we have done, and are trying to do.

With assurance of my kindest regards and best wishes that you will have a most pleasant and profitable meeting, I am

Yours very respectfully,

JOHN D. GREEN, *President.*

Allen W. Williams, Secretary of the National Warm Air Heating and Ventilating Association, addressed the Convention as follows :

A. W. Williams:—With interests so parallel and mutual it is not surprising that our two organizations should be deeply concerned in the entire success of each other. There is no business in which co-operation among dealers and manufacturers is more essential, none in which it will develop better results. The warm air heating industry stands on the threshold of bigger things, and both manufacturers and dealers are beginning to realize that the opportunity is at hand to improve conditions and increase sales.

At future meetings of this Association we believe we shall be able to tell you of things that the National Warm Air Heating and Ventilating Association has done to advance and popularize warm air heating.

Since our organization last January, our officers and executive committee, as well as special committees, have given much time and thought to the work of our Association; such as increasing our membership, policies and objects. Representative manufacturers of warm air furnaces and accessories are not only contributing generously financially, but they are giving cheerfully and willingly of their valuable time and best thought.

The officers and members of our Association believe that an organization, such as proposed, is the logical outcome of present conditions. They argue that if an industry which, though left largely to its inherent merit, with its product made, sold and installed in a good, bad and indifferent manner, will progress and grow as ours has done, even in years of depression, it is susceptible to a vastly greater increase by the collective effort of those most interested. Further, that the warm air furnace system of heating is one of those things for which a great demand can be created and sustained.

The manufacturers agree that their efforts to advance the furnace business be no longer haphazard and individual, but should be crystalized through co-operation. In the last decade we have seen luxuries become necessities, and the particular one in which we are most interested—healthful, economical heating—is no longer regarded as something for the favored few, but is expected to be found even in modest, inexpensive buildings.

Slowly, but surely, the installing of warm air heating systems has advanced to the dignity of a profession. The designing, making, selling, placing, connecting and operating of a warm air heater is nearing an exact science. There is no longer any reason to guess at the best location, any question as to the advantage of the better grades of pipe and correct fittings, no cause for experiment as to the proper kind of registers and where they should be placed.

Today a furnace manufacturer of the most ordinary ability knows the fundamental principles to be followed in the production of a successful, economical heater, and every maker finds it to his interest to have his competitor, as well as himself, making satisfactory goods.

That which concerns our Association most, and which it hopes to eventually solve, is the general use of better goods, the uniform practice of better installation and the education, to this end, of those dealers who do not use the best methods. It is our hope to assist in the conservation of profits for the dealer. This may seem surprisingly unselfish, but it is simply good business, for such an improvement would make the manufacturers more certain of their pay. We are therefore anxious, without distinction, to convince a dealer that a careful record of his expenses and costs will make him less of a philanthropist when it comes to a sale of his goods, and more zealous in his attitude to himself, if not to his competitor.

A little study will do wonders toward correcting the suicidal idea that wages and material are the only serious elements of costs, and that it is price alone which will make a sale. Any permanent, successful, satisfactory business is built up and maintained only by giving good service and necessarily insisting upon reasonable, profitable prices.

Probably the most important of all our work is the education of the general public to the very great advantage of warm air heating by our system as the best and proper method for warming homes and moderate sized buildings. No matter how good our product the people generally must be told and convinced of this fact. In view of the particular competition with which you are familiar, any national publicity undertaken in the interests of our product must be upon a larger and more extensive scale than might otherwise be required. There is also much preliminary work which must be done before such a campaign can be successfully carried on year after year.

It is useless, however, to talk of uplifting the furnace business and then for either of us to impose upon the ultimate consumer by selling him imitation furnaces, and adding insult to injury by using and placing fittings of a quality,

and in such a manner, that has been rightly called "wireless heating". Your responsibility for better results, and the future of the business, is equally as great as ours. The manufacturers must depend upon the dealers for the ultimate sale and proper installation of their products.

The makers and sellers of our goods have in their keeping the good name and success of as honorable and clean an industry as it is possible to find, and only the sun has anything better to offer in the heating line. The manufacturers come to you, as the leading organization of dealers handling their goods, and urge you to continue your efforts by impressing upon every dealer the necessity of good, and even better, work, and, what naturally follows, the necessity of a living profit. Evidence on every hand proves that successful men are the ones who give value and service, and possess business ability and self-respect enough to insist upon a fair return. They are the men who realize that some competition must be ignored.

I have been instructed to say that our work is to be along sensible, constructive lines, and if our progress seems slow, it is to be sure. We ask you to bear in mind that we cannot command or coerce any one, and such is not our desire. With faith in our system of heating, which we know is scientifically correct, absolutely safe and healthful, we shall push for a vastly greater future in the warm air furnace business, and watch our goods beyond the warehouse door.

Your splendid organization is an inspiration to anyone interested in association work, and I can see that your meetings, like ours, are something more than a holiday; in fact, they are a serious part of your business.

The report of the Warm Air Furnace Committee was presented by the Chairman, John H. Hussie, as follows:

REPORT OF THE WARM AIR FURNACE COMMITTEE

As members of this Committee are all busy men, it was early realized by the Committee that if it was to accomplish anything its efforts must be centered upon one or two things, rather than attempting a little along many lines.

At the Convention held last year, in Washington, D. C., it was agreed that this Committee should assist, as far as possible, toward the organization of the furnace manufacturers of the country, with the ultimate object of an educational campaign conducted along broad lines, such as might result in the advancement and upbuilding of the warm air heating industry.

In its attempt to carry out the instructions received at the Washington Convention, the Committee believes that it has been successful to a reasonable degree. A list of names of all manufacturers of furnaces and furnace accessories, as complete as possible, was obtained, and on September 3rd a letter was sent to each. In this letter the following questions were asked:

1. Do you believe that a Nation-wide campaign of advertising in magazines and newspapers, setting forth the merit of warm air furnace heating, would increase the sale of furnaces?
2. Do you believe that something should be done, to remove from the public mind the false impression of the value of warm air furnaces gained by reading the advertising of certain makers of water boilers?
3. Do you favor the forming of an organization of manufacturers for the purpose of such advertising?
4. Would you be willing to attend a meeting of manufacturers, if called at some central point, for the purpose of discussing the feasibility and value of such an organization?

At the same time a letter was sent to each Local Association asking their co-operation. From this time on there was no hesitation or let up in the effort to accomplish the desired end. After an amount of correspondence, that might surprise some of our members, a meeting of manufacturers was called at the Hotel Statler, in Cleveland, Ohio, January 22nd, 1914.

This meeting was attended by about fifty manufacturers, and your committee is pleased to report the formation of what it believes will be the strongest organization of manufacturers in this line that this country has ever had. It is officered by some of the greatest hustlers in the manufacturing business, and is working intelligently and steadily forward. What is most to be desired now is the united backing of this manufacturers' organization (known as the National Warm Air Heating and Ventilating Association) by members of our Association and retailers generally.

We have for a number of years been urging the manufacturers to do just what they are now doing. Let us now show that we are sincere by earnestly trying to work with them. When they write for information, let us promptly reply. When they ask us to improve on our methods of installation, let us earnestly endeavor to do so. When they send us instructive literature, let us read it carefully and endeavor to profit thereby.

The Committee will not attempt to incorporate in this report anything concerning the work done to date by the National Warm Air Heating and Ventilating Association, as it is the understanding that its officers will address this meeting, and they no doubt will give you the best possible report of the aim and object of the Association, its hopes and expectations. The committee however, is firm in its belief that the National Warm Air Heating and Ventilating Association is destined to fill a long felt want and is entitled to our enthusiastic support.

OVERHEAD EXPENSE

One thing your Committee believes to be absolutely necessary before anything like desirable conditions will obtain in this branch of our trade, and that is that some system of computing overhead expense be installed in each and every retail establishment. This Committee believes that a proper knowledge of the cost of doing business will result in better installation, and the abolition of prices based on guesswork. This Committee does not here advocate any particular system of cost finding, but it earnestly urges all of our members to adopt SOME system, and to add SOME amount, or some certain per cent. to each contract for overhead expense. This Committee believes that this is one of the most important matters confronting our Association today.

BUILDING LAWS

It is the opinion of this Committee that the building ordinances, in many cities, affecting furnace installation, are sadly defective. The Committee believes that proper building ordinances would result in great improvement in furnace installation, and also make it much easier for the furnace contractor who desires to give his customer the best.

A letter on this subject was addressed to each of our locals, urging that they investigate the building laws of their towns, and, where found defective, that they should attempt their proper modification. It is to be regretted that this letter brought very few responses. It is impossible to say just what effect this effort of the Committee may have had.

In the March issue of *Sheet Metal* is published what is described as a "proposed uniform law governing heating installations, that is suggested by the National Fire Protection Association".

This Committee feels that it cannot recommend this "proposed law" and hopes that members of our Association will be on guard and prevent any such legislation in their respective cities. For the benefit of those interested a copy of the "proposed law" is appended hereto. It will be seen that should this law prevail the proper installation of warm air heating plants would be well nigh impossible, and the industry would suffer greatly.

In a number of cities codes affecting the heating business have recently been adopted. The City of Omaha, Nebr., the home of the Chairman of this Committee, has recently revised its code, and the one now in force has, in the opinion of this Committee, elements of merit. A copy of this code is hereto attached and made part of this report in the hope that this Convention will see fit to take it up for discussion, to the end that we may know what is considered a good and just law of the kind.

The Committee recommends that this Association adopt some simple building code considered to be fair and effective, and that copies of such be mailed to the several locals. These locals could then make such changes as might be deemed necessary to meet the conditions peculiar to each locality, and then take the matter up with their Councilmen or City Commissioners.

The Committee wishes to thank all those who assisted it during the past year. Some discouragements were met, some indifference, a few rebuffs but many staunch friends were found, and on the whole there was more of sunshine than of darkness.

JOHN H. HUSSIE
HUGO SCHMIDT
A. J. MCMANUS

F. J. HOERSTING
W. R. TAYLOR
Committee.

Mr. Hussie called particular attention to the fire protection ordinance proposed by the National Fire Protective Association. Mr. Hussie stated that it was the desire of his committee and of the Association, at large, to co-operate with other organizations, looking to better fire protection methods. There were, however (in this ordinance advocated by the National Fire Protection Association) certain features that were inconsistent, and, if literally enforced, would render the installation of warm air heaters, and the setting of ranges, in many cases, impossible.

Chairman Hussie.—I submitted the report of the Warm Air Furnace Committee to the Resolutions Committee last night. That committee requested me to offer the following:

Resolved, That we believe that every city in the country should have such building laws as will insure the proper and safe installation of warm air furnaces and other heating apparatus.

That such laws should not only specify the manner in which the heating contractor shall do his part of the work, but should also provide that the building contractor or owner shall also so construct the building as to make proper installation possible.

That we recommend that our various locals and members co-operate with all interested parties and with their city officials in the enactment of comprehensive, equitable and as nearly practicable, uniform building laws governing the heating industry; and

WHEREAS, We have read and discussed the ordinance prepared by the National Fire Protection Association, and offered by them as a "suggested ordinance" for adoption throughout the country; be it

Resolved, That we cannot approve of this ordinance for the reason that, in our judgment, it leaves some things to be desired in the way of fire protection, is not specific enough as to the duties of owners and general contractors in preparing buildings for installation of heating apparatus, does not clearly provide for inspection at the proper periods, and in some of its sections imposes unnecessary hardship upon the heating contractor.

Resolved, That we commend the National Fire Protection Association for its effort to establish uniform laws, which, we repeat, is, we believe, a move in the right direction; but—

We ask that they withdraw this "suggested ordinance", and prepare one to which all those in favor of good laws for the protection of property can give their support; and to this end we pledge our co-operation.

The discussion relative to fire-preventive ordinances brought out the fact that St. Louis, Missouri; Omaha, Nebraska; and Camden, New Jersey, had either adopted, or were considering, ordinances placing warm air furnace installation under municipal inspection and regulation.

Mr. Hussie offered the following motion, which was adopted: "That the building ordinances pertaining to the installation of warm air furnaces now in force, or being considered by the municipal authorities in Omaha, Nebraska;

St. Louis, Missouri; and Camden, New Jersey, have, in the judgment of this Convention, elements of merit, and we recommend to our local associations: That they secure a copy of these ordinances and study them, with a view to ascertaining whether or not portions of them, at least, might be used to advantage in their respective cities".

PROPOSED ORDINANCE, CAMDEN, N. J.

DESCRIPTION

The heating and ventilating system hereinafter referred to, generally known as warm air furnace heating, which this ordinance is intended to cover, consists of one or more portable heaters incased in galvanized iron and so designed and installed that fresh air will come in direct contact with the heating surfaces and by gravity flow through ducts or flues connected with the furnace to the rooms to be heated.

PERMIT REQUIRED

(a) Before commencing the installation or reinstallation of any warm air heating system in any building or structure in the City of Camden, a permit therefor, shall first be obtained by the owner or his agent, or architect, or heating contractor from the Building Inspector, and it shall be unlawful to commence any such work unless a permit shall first have been obtained.

(b) Upon applying for such permit the owner or his agent, or architect, or heating contractor, shall pay to the City of Camden \$1.00 for each warm air heating furnace to be installed or reinstalled.

PLAN EXAMINATION

Before issuing a permit for the installation or reinstallation of any warm air furnace heating system, the owner, or his agent, or architect, or heating contractor, shall submit to the Building Inspector plans and specifications thereof, and the permit therefor shall not be issued unless such plans and specifications provide for compliance with the ordinances and such rules and regulations as may be adopted by the Building Commission relating to heating and ventilating.

INSPECTION

The building Inspector shall inspect, or cause to be inspected, all warm air furnace installations or reinstallations as the work progresses.

OUTER AIR REQUIRED

(a) All warm air furnace heating systems, hereafter installed, or reinstalled, shall be supplied with fresh air from outside the building, through ducts or pipes having an area equal to at least seventy-five per cent. (75%) of area of all warm air pipes connected to the furnace.

(b) The fresh air intake, ducts or pipes, may have a by-pass connection to vestibule or hall near a door leading to the outer air, if desired, but no connection shall be permitted for the use of air from any basement or cellar.

(c) Fresh air intakes must be at least fifty feet (50') away from any cesspool, manure pit or septic tank.

(d) The construction of fresh air intakes and by-pass connections shall be of galvanized iron, not lighter than No. 26 gauge, or other incombustible material.

FURNACES—CONSTRUCTION

(a) All portable warm air furnace heaters shall have a double casing, or be lined with asbestos.

(b) All portable warm air furnace heaters must be set on a substantial foundation of cement, brick, or similar substance.

HOT AIR PIPES

(a) All hot air pipes and register boxes from warm air heating furnaces shall be constructed of bright tin or galvanized iron.

(b) All vertical pipes, on work hereafter installed, shall be covered with asbestos.

(c) No vent, fresh air, or warm air duct, shall be constructed of wood, nor shall any vitiated air, fresh air, or warm air, be conducted through void spaces, stud walls or furring.

STUDDING

Studding in walls, where vertical heat flues are to be placed, shall not be less than four inches (4") in width.

CHIMNEYS

In all buildings, or structures, hereafter erected, a separate chimney or a separate flue thereof shall be provided for each warm air furnace heater; no stove, range, or other heating system, shall be connected to such chimney or flue. Such chimney or flue shall not be open below where the smoke pipe from the furnace enters same.

OMAHA, NEBRASKA, ORDINANCE

NOTE:—This ordinance became effective May 21st, 1914.

PERMIT—FEES

Before proceeding with the installation of a warm air heating plant, or the repairing, or renewal, of an existing one, the contractor for the work shall first make application to, and obtain from, the Building Inspector a permit to do such work, and no such installing, repairing, or renewal, shall be begun without such permit having first been obtained.

The said Inspector shall not issue a permit for such installation, repairing, or renewal, of a warm air heating plant until he has carefully inspected the plans, specifications, or description, thereof, ascertained that the party or parties, firm or corporation desiring to do such work are conversant with, and intend to follow, the ordinances relating thereto, and until such party, or parties, have paid into the City Treasury the following Inspection Fees, to wit:

For each furnace installed, repaired, or renewed, the sum of fifty cents.

For each warm air outlet installed, repaired, or renewed, the sum of twenty-five cents.

Inspection of new work shall be made as follows: When such work has proceeded to where the stacks to upper floors, and heads for all side wall registers, have been installed, and boots have been connected, the contractor for this work shall notify the Building Inspector, who shall make, or cause to be made, an inspection of such work. Upon finding that the work complies, in all respects, with the terms of this Chapter, there shall be affixed, by said Inspector, or his representative, to each stack or register head, a certificate stating that the work complies with the ordinance relating thereto.

Inspection of repaired or renewed work shall be made, in each case, as the nature of the work shall require.

Final inspection of plant shall be made after the whole is connected up and ready to operate, but before any fire has been started.

It shall be unlawful for any person to lath over, plaster or cover up any warm air heating work before such work has been inspected, and certificates, above referred, to have been attached. The Building Inspector, or his assistant, shall have the right and authority to remove, or order removed, all such lath, plaster or other covering which may have been placed over such work, before same has been inspected. The person, firm or corporation ordering or causing such to be covered up, as herein set forth, shall, upon conviction, be subject to the penalties set forth for violations of the terms of this Chapter.

No heating permits shall be required for minor repair work. By minor repair work is meant the incidental repairs to furnaces, which shall not effect the general action of the system, such as renewal of grates, smoke pipes, and resetting, changing or renewing of single hot air pipes in basement; but where the stacks or fittings are renewed or installed, or where registers are renewed or installed, or where work is done that would require inspection under the terms of this section, a permit shall be required and taken out.

INSTALLATION

The following provisions shall be made in any building, wherein a warm air heating system is to be installed, for the reception of same.

Joists shall be set sixteen inches on centres, and shall be butted, not lapped. Studding shall be set directly over joists.

New stud partitions, wherein stacks are to be run, shall be made of at least 2" x 6" studding, spaced to give a clear space for the stack of not less than 14", and it shall be unlawful to run any heating stacks in new partitions constructed thinner than 5½" net width of studs.

The installation of warm air heating systems shall be done in the following manner:

All warm air pipes, stacks, heads, elbows, tees, angles, and fittings of all kinds, including boots, or foot pieces, connecting the round basement warm air single pipes to stacks or outlets, shall be made of bright coke tin; shall be made double from and including the boot or foot piece in the basement to the top of each and every stack and register on all floors of building. There shall be a continuous, uniform air space of not less than five-sixteenths ($\frac{5}{16}$) of an inch, which must be maintained, between the outer and inner walls of all such pipes and fittings of all kinds, styles, and descriptions, except the round basement pipes. Such pipes, heads, boots, and other fittings, shall be one of the several makes accepted by the National Board of Fire Underwriters, or their equal, as determined by the Building Inspector.

All pipes and fittings shall be secured firmly in place by means of lugs secured to the outer walls. No nails or other fastenings shall be driven from the inside through to the studs or other supports.

No pipes or fittings will be permitted in the work which depend upon soldered joints for connection. The various members shall be so made that all joints are locked or riveted, and the several members shall be attached to each other through slip joints, which are, for the purposes intended, air tight.

The warm air pipes in the basement extending from the furnace to the boots shall be covered with a good coat of asbestos paper securely pasted to the pipe. No such pipe, within eight feet of the furnace, shall run within two inches of any wood work, unless such wood work is lined with asbestos covered tin.

Floor registers for warm air shall be provided with a register border or double register box, with five sixteenths ($\frac{5}{16}$ ") inch air space between the inner and outer boxes.

There shall be a space of not less than eighteen inches between the top of any portable furnace and exposed wood work. The top of any furnace shall be covered with sand.

All portable furnaces shall have double casings with air chambers between of not less than one inch, or a corrugated metal lining with corrugations of not less than one inch.

Installation of new work in old houses shall in general conform to the provisions of this section, except that it shall not be necessary to run stacks in six inch partitions. It shall further not be necessary to remove plaster and lath from the walls where the new stacks are to be run, provided that the stacks can be locked together and shoved in either from below or above.

Cold air intake shall have a new cross section of not less than eighty-five per cent. of all warm air pipes leaving the furnace and where this net area cannot be maintained in one duct, an additional duct or ducts shall be run.

SMOKE PIPES

Where smoke pipes of a diameter of six inches or less pass through a wood or plastered stud partition, they shall be surrounded by a ventilated thimble of incombustible material with a diameter of at least twelve inches greater than the diameter of the pipe.

Where a smoke pipe of greater diameter than six inches passes through a wood or plastered stud partition, it shall be surrounded either by a body of brick, hollow tile, porous terra cotta, or other incombustible material, measuring at least eight inches all around such smoke pipe.

Smoke pipes of less diameter than twelve inches shall be kept at least twelve inches distant from any combustible partition, ceiling or floor, and such wood work immediately over, and for a distance of two feet on each side, of such smoke pipe shall be covered with sheet metal, or with porous terra cotta, hollow tile, or plaster.

Smoke pipes of greater diameter than twelve inches, and less area than six square feet, shall be kept at least twenty inches away from wood work. Such wood work shall be protected as above specified for smaller smoke pipes to a distance of four feet on each side of such smoke pipe; provided, that in case of low pressure boilers used for heating purposes only, the distance from a smoke pipe to any wood work shall not be less than two feet.

Whenever smoke pipes of larger area than six square feet are used, they shall be kept at least three feet distant from any wood work, and such wood work for a distance of at least six feet on either side of such smoke pipes shall be protected as before specified for smaller pipes.

No smoke pipe shall project through any roof, external wall or window.

ST. LOUIS, MISSOURI, (PROPOSED) ORDINANCE

FOUNDATION

Heating furnaces shall be placed on an incombustible, solid foundation, made of either concrete, brick, or hollow tile laid in cement mortar.

Where it is necessary to place a heater on a combustible floor, hollow tile shall be used in every instance, having joints matched in such a way that air passage will be free from side to side, so that at no time will the removal of ashes or the handling of coal close up these openings, and such foundation shall be constructed upon, and covered with, a continuous sheet metal plate, of not less than No. 20 gauge iron, having all joints substantially riveted, and the bottom sheet to have the edges turned up at least one inch. This floor covering shall extend under the whole of the fire box and ash pit of the furnace, and outwardly not less than two feet on all sides.

In portable buildings, floor shall be protected by asbestos paper (10 lbs. per 100 square feet), covered with metal.

PARTITIONS

No combustible wall or partition shall be within two feet of the sides or back, or six feet from the front of any warm air furnace, unless said wall or partition shall be covered with asbestos paper, and said paper covered with metal, and this covering shall extend from the end or back of the furnace to at least four feet in front of the furnace; then the distance shall not be less than one foot from the side and five feet from the front of the furnace.

No furnace shall be placed against a furred wall.

Any furnace, the top casing or canopy of which shall come within thirty inches of a combustible floor, shall be covered with sand, or other incombustible material, and said wood work above the furnace, for a distance of two feet beyond said furnace, shall be protected by a metal shield suspended at least two inches below said wood work; allowing free air space between said shield and wood work.

SMOKE PIPES AND FLUES

All smoke stacks shall be made of either galvanized or black iron not lighter than No. 24 gauge, and shall have clearance from any combustible material at all points of not less than sixteen inches.

Any smoke stack passing within thirty inches of any combustible material shall be protected by a metal shield so fastened that a two-inch air space is provided between the shield and combustible material, and said shield shall be in width not less than twice the diameter of the smoke pipe.

When passing through the roof, metal stack is to be guarded by a galvanized iron ventilating thimble, extending from the underside of the ceiling or roof beams and to extend at least six inches below the roof.

No smoke stack shall pass through any combustible floor, side wall, or partition, except in old buildings, and such opening shall be protected by a sheet metal ventilating thimble with air space of not less than two and one-half inches.

All flue openings other than the opening for furnace smoke pipe shall be closed in old houses, and on new work furnace flue is to be constructed separate from any other range, boiler or grate flue.

In all buildings or structures hereafter erected, all furnace flues shall be lined with tile not less than eight inches in diameter on inside, if round, or eight by twelve inches if rectangular, and said flue must be constructed on straight vertical lines from basement to roof.

BASEMENT WARM AIR PIPES

All horizontal pipes, leading from the furnace, when passing within less than six inches from any wood work, shall be double wrapped with asbestos paper (10 lbs. per 100 sq. ft.) and said wood work shall be flashed with sheet metal.

All hot air pipes in the basement shall have dampers not more than two feet from the furnace.

When temporary heat has been furnished for any incomplete building, all heating pipes in the basement are to be taken down, and all accumulations of combustible material are to be removed before the plant is completed and delivered to owner.

WALL STACKS

All wall stacks or vertical heating pipes, when passing within less than six inches from any wood work, or other combustible material, shall be protected as follows: When single wall pipe is used, said pipe is to be wrapped with asbestos paper (10 lbs. per 100 sq. ft.) and all studding facing said pipe shall be lined, and lathed over with metal, and an air space of not less than one inch shall be allowed on the two sides nearest the vertical studs.

When double pipe is used, the proper air space shall be maintained between the inner and outer pipes, and said pipes shall be so braced and supported as to retain their relative positions, one within the other. Double pipe must be wrapped with a single wrapping of one pound asbestos paper (and an air space of one inch allowed next to the vertical stud).

All wall stacks or vertical heating pipes shall be installed in old houses as follows: Plaster and lath, or siding, shall be removed from one side of partition, metal pan with depth of stud inserted in opening, wall stack wrapped with asbestos paper (10 lbs. per 100 sq. ft.), set in place and braced, and metal lath to be used for replastering.

REGISTER BOXES

All register boxes shall be protected the same as for single or double wall stacks in either old houses or new houses.

VENT FLUES

All vent flues for the removal of foul or vitiated air, in which the temperature cannot exceed that of the rooms, shall be constructed of iron or other incombustible material and installed under the same conditions as vertical pipes.

COLD AIR SUPPLY

The cold air boxes, or inlets for cold air, shall be made of brick, metal or other incombustible material. When a return supply of cold air is taken from the interior of building, a wooden face may be substituted for the cast iron or steel plate.

All warm air furnace heating systems hereafter installed, or reinstalled, shall be supplied with fresh air from outside the building, through ducts or pipes having an area equal to at least seventy-five per cent. (75%) of area of all warm air pipes connected to the furnace.

The fresh air intake, ducts or pipes may have a by-pass connection to vestibule or hall near a door leading to the outer air, if desired.

COAL BINS

All coal bins shall be not less than six feet from the front of the furnace.

ASHES

All receptacles for ashes shall be of galvanized iron, brick or other incombustible material, and when made of metal shall be supported on legs not less than five inches long, when used on floors of combustible material.

PENALTY

Any persons found guilty of violating any or all of the conditions of this Ordinance are, upon conviction, to be subject to a fine of not less than Five Dollars (\$5.00), nor more than Twenty-five Dollars (\$25.00), for each offense, and each ten (10) days of maintenance of prohibited conditions shall constitute a separate offence.

George Harms.—I believe it would be well for the locals of those cities that have adopted warm air furnace ordinances to send copies of these to the different local associations. This can be done through the National Secretary, or direct. There is no denying the fact that the Fire Protection Bureau of the National Fire Protection Association is an important factor, and can, if it will, get ordinances adopted that affect the heating business and injure the warm air heating. I believe that we should work in conjunction with this Bureau.

E. B. Langenberg.—The intention of the National Fire Protection Association was, of course, to make the system as fire proof as possible, but they evidently failed to consult competent heating men, or disregarded the advice given by those consulted. The suggested ordinance presented by that Association does not cover furnace installation as a whole, nor is it consistent with proper methods of installation. Furnaces can be, and are installed that are models of fire-proof work, but if we comply with articles 7, 8, 9 and 19, we would be compelled to cease installing furnaces in certain classes of houses. We should indorse fire prevention to the fullest extent, but we cannot afford to have any other association legislate us out of a part of our business.

The ordinance we have adopted in St. Louis starts at the foundation and covers everything to the completion of the plant. We believe that a furnace ordinance should be distinct from any other heating ordinance and should be classified under a heading of its own. Why should we be put in the same class with coffee roasters, peanut stands and kitchen ranges. This is a higher class of work, requiring more knowledge than mere stove work, and we believe that we are entitled to more attention on that account.

A. O. Jones of Battle Creek, Mich., was introduced by the President to conduct the open question Box on matters pertaining to warm air furnace installation. In opening the discussion, Mr. Jones said that he did not pose as being able to answer any and all questions, that he would do the best he could according to his judgment, and that his answers to questions would be according to his judgment and experience. It must be admitted, he said, that it is impossible for all to agree upon any one subject, that his opinion may vary from or may not coincide with that of others.

For one hour there was a very free discussion on many phases of warm air furnace installation. Numerous questions were asked Mr. Jones who proved an expert in answering the verbal inquiries on nearly every part of warm air furnace work, fault or defect. Some of the questions were:

Ques. What makes a furnace puff out smoke when it has plenty of outlet?

Ans. Poor draft, in all probability it is the air current blowing down the chimney. Insufficient overdraft or no air above the fire when fresh coal is put into the furnace will sometimes cause this.

Ques. Should two furnaces, or a furnace and a stove, be attached to the same flue?

Ans. It is a wrong practice to connect a stove and a furnace to the same flue.

Ques. Why does a round flue draw better than a square one, and why a square flue draw better than a rectangular one?

Ans. If the round flue draws better it will be due no doubt to lack of dead air space in the corners. The square one would draw better than the rectangular one because the smoke has a chance to circulate on its way up. I consider it bad practice to connect any heating apparatus with a flue that is less than eight inch the narrowest way. I would never do it, if it could be avoided.

Ques. Which conveys the most heat into a room—a floor or a sidewall register?

Ans. A register placed in a floor will give satisfaction provided other conditions are normal. A register placed into a wall is of no value, unless it is of sufficient capacity to make it practical. It is bad practice to place a register above the baseboard in the first floor rooms, because there is not sufficient capacity ordinarily in the partition to permit enough air to pass up to heat any first-floor room, unless it is very small. A side-wall register with an extended base of sufficient capacity placed above the floor line is just as satisfactory as a floor-register, and does away with the necessity of cutting floors and carpets, as well as obviating the collection of dust and dirt.

Ques. Do you favor a trunk or independent line to each register?

Ans. I prefer neither the trunk line, nor independent line system, but a modification of the two; one large basement pipe used for heating two rooms, one on the first floor and one on the second floor, with an arrangement whereby the supply can be regulated by the occupant of the room.

Upon being asked whether he favored taking the air from the outside or from the inside, Mr. Jones replied, he was not in favor of either exclusively, but a combination of both systems.

Ques. Do you think it possible to specify a certain percentage of outside air to be used alike in all sections of the country, and make it uniform?

Ans. I think it is possible to specify that a sufficient quantity of air, or ducts of sufficient capacity be installed to furnish all the outside supply that is necessary and an equal amount from the inside or a sufficient amount from the inside so that the air could be used from either inside or outside exclusively, and the other duct closed entirely. Eighty-five per cent. is very good, and no mistake will be made in adopting it. If inside air is used, there is no necessity specifying more than 100%, because more than that could not be used.

Ques. What makes air draw down the register?

Ans. Air draws down the register when there is not sufficient supply of fresh or cold air being furnished; the warm air register acts as a cold air duct to supply enough air for the others that are working.

Ques. Will warm air travel as well in galvanized iron as in tin ducts.

Ans. It will not travel as well in galvanized iron as in tin ducts, for the reason that galvanizid iron absorbs, while the tin deflects it.

A. O. Jones: In closing this discussion permit me to touch on one phase that has not been brought out: In placing the warm air registers, always do so, as near the center of the house as possible and on the warm side of the room; place your cold air registers on the cold side of the room. This may be news to many, but I have known case after case where the inexperienced warm air heating man—I was going to say "engineer" but would not dare—has figured and argued that the warm air register should be placed on the cold side of the room, where the heat is needed. When this is done it will be found that the cold air will prevent the warm air coming up, whereas if placed on the warm side, it will come up.

Charles F. Geissler:—I move that our thanks be extended to Mr. A. O. Jones for the very efficient manner in which he has answered the questions presented in the open discussion on warm air furnace heating. This motion was adopted.

President Daugherty:—Mr. Harry Hall, Lincoln, Nebr., a member of the joint committee on fire prevention and President of the Nebraska Mutual Hard-

ware Fire Insurance Company, will state the proposition offered by that fire insurance company to the members of our Association whereby they may obtain fire insurance at reduced rates.

Harry Hall:—The fire losses in the United States amount to over \$600,000 per day, or \$25,000 every hour of a day. These are facts from the office of the Department of the Interior, and apply to any normal year within the past ten years.

Eight years ago our Nebraska Mutual Hardware Fire Insurance Company was organized and intended only for hardware men. Our Directors refused the request of the implement dealers to carry their fire insurance because they were not considered as good risks as hardware merchants.

On the recommendation which I made to the Nebraska Hardware Convention last February, backed by the endorsement of your Ex-President, John H. Hussie, the Association voted to refer the matter of issuing insurance to the members of the National Association of Sheet Metal Contractors to the Directors of the Insurance Company with power to act. At the Directors' meeting in May, I was instructed as President of the Insurance Company to tender the invitation to the members of your Association in good standing to take fire insurance with our company on the same basis that it is secured by the hardware merchants.

In securing for you the privilege of obtaining insurance through the Nebraska Mutual Hardware Insurance Company you are getting the benefit of a Company which has passed through the experimental state and is now in first class financial condition. It was organized and started in business without any capital. During the eight years, it has returned an average dividend of 24%. The total premiums received since organization amount to over \$185,000; losses paid over \$100,000; dividends returned to insuring members over \$31,000; the cash reserve last February was \$25,741. The expense of conducting the business you will notice from these figures has been very small. The Company will not take more than \$5000 of insurance in any one block in the same city. This is done to prevent being liable for large amounts in any general conflagration. I am very anxious to have you all investigate and take advantage of the benefit offered by the Nebraska Mutual Hardware Fire Insurance Company.

The proposition offered by Mr. Hall was referred to the committee on resolutions.

W. M. O'Brien, one of the organizers of the Amalgamated Sheet Metal Workers' International Alliance was present, and by invitation addressed the Convention on the problem of retaining the erection of metal trim for the sheet metal employer and mechanic. Mr. O'Brien outlined the history of the controversy between the carpenters and sheet metal workers on the erection of metal trim. The speaker said that his organization was willing to co-operate with the employers in every way possible to hold this part of the business to the sheet metal industry.

Mr. O'Brien was given a vote of thanks for his very instructive address.

The Secretary read a number of resolutions, which were referred to the Resolutions Committee, and later reported and acted upon.

The Secretary called attention to the fact that on the twenty-first and twenty-second days of next February, our National Association will be ten years old, and that its tenth birthday ought to be celebrated. He suggested: In recognition of that event that the Convention might recommend to every local association to meet on or about that date and give a dinner, or have some kind of a celebration to commemorate the tenth anniversary of the National Association.

The Convention voted to recommend to each local association that the tenth anniversary of the National Association be appropriately celebrated on or about February 22d.

It was voted to dispense with the executive session to-morrow, Thursday morning, unless the business was of such a nature as to warrant same.

The minutes of the one session on Tuesday, and the two sessions on Wednesday were read, and on motion approved.

The Convention adjourned until 10:00 o'clock Thursday morning.

THURSDAY, JUNE 18th.

The Convention convened at ten o'clock, President Daugherty in the chair.

The report of the Committee on Trade Relations and Policy was called for and submitted through the chairman, E. L. Seabrook.

The report showed that trade conditions in this respect are changing for the better; that only a few complaints had been presented to the committee and so far as the committee knew these had been satisfactorily adjusted. Local associations were urged to exercise their own diplomacy and influence first where improper sales are made. The committee stated that it could report commendable progress and that there is a growing disposition on the part of all concerned to respect the trade rights of the sheet metal contractor. F. B. Higgins, a member of the Committee, from St. Louis, was called upon.

F. B. Higgins:—Three years ago conditions in St. Louis were in a deplorable condition; we appointed a very good committee which took up all these complaints. We did not bother the National Committee, but tried to bring about an adjustment ourselves. As each complaint came in it was made a personal matter. I am very happy to say that conditions in St. Louis to-day are excellent. We have invited the manufacturers and jobbers to become associate members of our Local Association. Of the eleven supply houses eight have become associate members and two applications are pending. We think that by bringing these firms into close connection with us, getting their confidence and giving them ours, we shall bring about a condition that will be satisfactory to all concerned. The changed conditions are due entirely to organization. Three years ago the jobbing houses instead of being our friends were our competitors.

The report of the Committee of Trade Relations and Policy was accepted.

The Auditing Committee reported having examined the books of the Secretary and Treasurer, and found them correct. The report was accepted and the committee discharged with thanks.

The Apprenticeship Committee, through Mr. Otto E. Cluss, presented the following report:

REPORT OF APPRENTICESHIP COMMITTEE

Your Apprenticeship Committee submits the following report for your consideration:

It is not the aim and object of this Committee to try and make a pattern cutter out of every apprentice, but to enlist the services of every employer to **DIRECT AND ASSIST** his apprentices in securing the necessary education, in addition to his shop practice, while serving as apprentice. The apprentice, through such training, will develop into a higher grade mechanic; he will be more profitable to the employer during his apprenticeship, take more pride in his trade, and at the expiration of his apprenticeship, if he is ambitious, will be started right to become a pattern cutter.

The facilities for teaching the above sciences are not the same throughout the country ; consequently, what would be suitable in one locality may not be practical in other localities. Therefore, our committee recommends the following plans, with the request that each local of the National Association appoint an Apprenticeship Committee, with as many members as possible ; this committee to select the plan best suited to its conditions, encouraging the apprentices and instructors in their efforts wherever possible.

TRADE SCHOOLS

Trade School education is being encouraged in a number of cities by the public schools and trade schools endowed by public spirited citizens. These schools should have the support of our members, who will be surprised at the appreciation of this support by the school authorities. Where these schools exist, their instructions are usually divided into two distinct plans.

COMPLETE COURSE : The student attends the entire day for several years, receiving both shop practice and instruction in the sciences relating to his trade. The student under this plan cannot be called an apprentice, as we are in the habit of using that term. The student, after graduating from one of these schools and entering a commercial shop, may possibly be at a slight disadvantage compared with an apprentice of a commercial shop, but after six months' work in a commercial shop he will be so far ahead of the apprentice that there will be no comparison between the two.

COMBINATION COURSE : The apprentice of a commercial shop receives his shop training with his employer, and the education of trade sciences in the trade school. The apprentice attending the school several half days, preferably in the morning, or several evenings each week, the employer paying the apprentice for the time he is away from his work, the employer being recompensed for his outlay by the rapid progress of the apprentice. This plan has shown excellent results where it has been tried, and should receive the hearty co-operation of the employer.

The employer will be of valuable assistance to the school in the selection of practical instructors, acquainted with actual shop practice, also by frequent visits to the schools, thereby encouraging both the apprentice and the instructor. The committee favors the above plan for adoption by all local associations, wherever there is a possibility to put the same in practice.

CORRESPONDENCE SCHOOLS

In localities where trade schools cannot be organized, the employer (or a combination of employers) should organize their apprentices into evening classes, meeting several evenings each week, the classes to be under the direction of some employer or shop foreman, after arranging with some reputable correspondence school for a course of study and instructions. This plan of instruction can be carried on successfully by the individual apprentice, but the committee recommends the course in classes, for, where there are a number of apprentices working together, the encouragement and competition to excel in their studies will be greater than when studying alone, and the apprentice will not be so apt to shirk his duties. It is of the utmost importance that there shall be no break in the evenings that are set aside for instruction.

All Correspondence Schools that desire to do so, may submit their courses of instruction and charges for the same to the Apprenticeship Committee for their approval; after they have secured this approval they shall be permitted to state and advertise that "The course of sheet metal pattern-drafting of this school has been approved by the National Association of Sheet Metal Contractors."

TECHNICAL BOOK.

There are a large number of technical books on the subject of Pattern Drafting, any of which will be of great assistance to the apprentice, particularly to the apprentice who cannot enjoy the privilege of either trade or correspondence school. To those apprentices we desire to say that it is possible to gain the desired education from technical books, but the apprentice should have at least a full grammar-school education. It will also require a greater amount of energy and perseverance than where he has the advice of an experienced instructor.

The apprentice should pay for his tuition, the employer to assist and encourage him by crediting time for the expiration of his apprenticeship, and by other means at his command.

The following schools have submitted their course of instructions that we can approve; others will follow later:

International Correspondence School	Scranton, Pa.
Gray School	New York, N. Y.
National School	St. Louis, Mo.

PUBLICITY

We recommend that the National Association have Shop Posters printed and distributed to every member. This poster to be prepared by the Apprenticeship Committee, describing how and where the apprentice can receive the necessary instructions.

Respectfully submitted,

OTTO E. CLUSS

GEO. HARMS

B. F. JOHN

J. D. RILEY

AL. BOULIER

Apprentice Committee

Otto E. Cluss:—I would ask the president to call upon the representatives of the Correspondence Schools who are present to state something about their schools, course, method of instruction, etc. There are present Mr. O. W. Kothe, of the National School of Sheet Metal Pattern Drafting, St. Louis, Mo.; Mr. Edward von Gogh, Gray School, New York, N. Y.; Mr. E. S. Lee, International Correspondence School, Scranton, Pa.

O. W. Kothe:—I am a sheet metal man that has come up from the ranks and I am for the trade first, last and all; it is a fitting trade and will grow.

Most of our apprentices are recruited from the sixth, seventh and eighth public school grades and have no idea of the magnitude and possibility of our trade. Many of them have not yet formed the habit of detailed study and are influenced against the formation of such a habit. Most of them cannot realize or understand the good it will do them in later life. Many a young man looks up to another mechanic as his model and tries to shape his conduct accordingly. If the mechanic to whom he looks as a model is efficient, neat, accurate, the apprentice has an ideal before him and he strives by practice and experiment to be somewhat like the man whom he admires. Just how best to influence the apprentice is something of a problem.

The possibilities of the sheet metal industry are vast. I believe it stands without a peer in the entire building trades craft. It is complicated, scientific, artistic and requires lots of study, experience and ability to efficiently get out the work. As it is only in its infancy, we can see what a study of its technicalities will do for one. Every person should try to secure as thorough a technical education as possible. In this direction the correspondence school may be made serviceable as well as practical. The student can study while he works; while he is doing this, he is dovetailing the technical with the practical.

The plan our school has followed is to give each student exactly what he wants. If he is working in a cornice shop, he naturally likes that kind of work, and we interlock the technical with the practical. We give him some elementary training, but do not keep him waiting several months before giving him the work in which he takes the most interest.

Edward von Gogh:—I have been courteously invited by your Apprenticeship Committee to outline a scheme whereby you can get the co-operation of the correspondence and trade schools for the improvement of your employees. Nearly all of you have come up from the ranks of the apprentice and mechanic, and, as I understand it, you are trying to devise means for making your apprentices qualify themselves to attain the same positions you occupy. I think the correspondence and trade schools need your co-operation more than you need theirs. By advertising in the trade papers the correspondence schools can reach a great many apprentices throughout the country, but these schools can

do more if they can get the co-operation of the employers. If the employer will take the pains to send the names of their apprentices, the schools could endeavor to interest them in some of the many courses offered on sheet metal work. Perhaps it would be a good plan if the employers would send the names of all their apprentices, either to the correspondence and trade schools direct or through your secretary, and in this way the schools could get in touch with prospective scholars. Most of the sheet metal shops are not inclined to have their foreman or other men look after the work of their employees, and here is where the correspondence school could take care of such work.

In the Gray School we have outlined a plan which, I think, meets the requirements of the trade. We have made a proposition to your Apprenticeship Committee which, I think, will be very interesting to the employees. If it were possible to get the employer to take care of the payments, I think all the schools would probably be inclined to make better prices than if they had to collect the tuition fee from each pupil individually. I know we would.

E. S. Lee.—In the last two or three years, there has been a move among the large manufacturers to educate their help and the Association of Corporation Schools was formed, the membership of which represents a capitalization of \$3,000,000,000, comprising such firms as the United States Steel Co., American Locomotive Works, General Electric Co. All of these have gone into the plan, with the object of educating their help, each of them realizing that it must be done, the only question being: How to do it.

For years our school has been dealing with individual students, but now we are dealing with the employers, and by so doing are getting much more efficient work. The problem is to make a man study after we enroll him. How many of you would have taken out insurance if the solicitor had not come to you and asked you to do it? This is true in many cases with those who take out correspondence school courses. We can get a student interested at the beginning of the course, but if he will not study we cannot do anything with him. If students will study, we can educate a large proportion of them. If we can get the employer to encourage the young man, we can do a lot more.

About three years ago we started an Encouragement Department, to help the students along, make them study and secure their good-will. After starting this Department we found that the pupils were sending double the number of lessons. We have practically doubled the work that students formerly did, by simply obtaining for them the encouragement and moral support of their employers. We are prepared with our organization to take hold of your employees anywhere, and to instruct them if they will receive instruction and you will help us. We are in a position to give you anything you want; we have, for instance, a course on heating and ventilating, another on architecture, which includes a great deal of cornice designing, also one on metallurgy. We have a representative in nearly every city of 1,000 inhabitants, whose business it is to see that students are interested and encourage them to study.

George Harms.—The matter of apprenticeship education is of great importance to all of us. I want to impress upon our membership that it is not so much a matter of getting apprentices to accept these educational opportunities as it is for the employer to see that his apprentice does accept them. We all realize the need of more good mechanics. There are very few of the old school left that know how to do things. This condition prevails all over the country. If we assist the apprentice to learn the trade he has chosen, by giving him opportunities for educating himself, we will do a lot of good for ourselves as well as for the boy. Merely adopting the report of the committee does not amount to much unless we go home and do just what we have decided to do today. This certainly will be for the betterment of us all and enable us to make more money. I hope when this report is brought before your local associations that you will insist upon all your apprentices taking up the course with the correspondence or trade school.

J. D. Riley.—I want further to impress upon the membership the necessity of doing just what Mr. Harms as suggested. Do not merely accept the report of the committee and let it die there; it is up to the employer to see that

the apprentice complies with the desires of this Convention. It is up to all of us to assist the Apprenticeship Committee whose work has been very creditable.

The report of the Apprenticeship Committee was accepted, the recommendations adopted and the Committee tendered a vote of thanks.

President Daugherty:—By special request I will call upon the Secretary, asking him to give us a few facts about Employers' Liability Insurance. It is something in which we all probably need a little instruction.

Secretary Seabrook:—About eighteen months ago our Association began securing liability insurance for the members. In doing this it did not go into the insurance business or undertake to promote any mutual insurance scheme; it simply made an arrangement with a company whereby applications from our members would be accepted at reduced rates, because the business was brought to the company without any expense.

If you were to ask the average insurance man about the risks in the sheet metal business, you would be told that this trade was a very hazardous one. By actual experience we have refuted this idea altogether. During the eighteen months our Association has secured coverage for over \$1,000,000 payroll. The insuring members have paid through the Association about \$7,000 in premiums to the company. Although our business is termed a hazardous one, the company has paid out only about \$50.00 of the \$7,000.00 in premiums for claims. The plan adopted by the Association has enabled the insuring members to save a very liberal portion of the premium, the amounts of such savings varying from \$10.00 to \$200.00.

While our plan has worked satisfactorily, and is very desirable, it is being gradually eliminated. In many States the Insurance Departments are compelling Liability Insurance Companies to file their rates, from which there can be no discrimination. No matter how favorable may have been the experience with an individual firm, the company is not permitted (where the rates have been filed) to give such favorable experience any lower rate. It, therefore, seems to be but a short time when the companies will not be permitted to quote any rates except those filed with the Insurance Departments.

For your consideration I have compiled the premiums received by ten companies in one year for liability insurance. Bear in mind that these figures include no other premium except that of employers' liability. These ten companies in one year received \$24,648,000 for liability insurance premiums. The losses they paid during the same period amounted to \$7,127,000. They paid for investigations and adjustments \$2,852,000, and for commissions to agents, \$4,410,000. Will you notice the difference between \$24,000,000 in premiums and \$7,000,000 in losses. Forty per cent. of the premiums received by the companies would pay their losses. We have had a most remarkable experience in sending the company \$7,000 in premiums, with losses of less than \$50 in claims to be paid by the company.

President Daugherty:—This little discussion on liability insurance has given me a thought that I am going to present for your consideration. The success of the fire insurance proposition in Nebraska has given us a model. Why not this Association form a company to carry its own liability insurance? Looking at the figures on the blackboard, we ought to be able to do it.

Secretary Seabrook:—It will take \$100,000 capital stock to organize a company that could be licensed to do business in nearly all the states.

The proposition of President Daugherty brought on an animated discussion. K. I. Willis stated that the manufacturers of Illinois were organizing their own liability insurance company. T. P. Walsh did not think the Association should consider the matter. P. F. Brandstedt believed it to be one of the finest things the Association could undertake. Chas. H. Louis said we were here for the purpose of benefitting a majority of the members present, and there was no question but in discussing liability insurance we were benefitting ninety-five per cent of the membership. C. T. Kornbrodt thought that we should find how to stop leaks as well as to make money, and this was one of the ways to

stop leaks. Geo. Thesmacher expressed the opinion that when a trade organization attempts to go into things entirely foreign thereto it is not carrying out its original principles. Harry Hall favored the idea of forming a company.

P. F. Brandstedt moved that a committee of five be appointed, to look into the proposition of forming a liability insurance company and report at the 1915 convention. The motion was carried. President Daugherty stated that he would leave the appointment of this committee to the incoming President. Later in the session the following committee was appointed:

J. A. Daugherty, Nashville, Tenn.; Walter Wimmer, St. Louis, Mo.; P. L. Biersach, Milwaukee, Wis.; Geo. Thesmacher, Cleveland, O.; E. L. Seabrook, Philadelphia, Pa.

REPORT OF RESOLUTIONS COMMITTEE

The Resolutions Committee, through its chairman, John H. Hussie, made a partial report.

Resolved, That we approve of and endorse the bill introduced in the House of Representatives by Mr. Stevens of New Hampshire, known as H. R. 13305, the purpose of which is to give to manufacturers of trade marked or special brand goods the right to specify the price at which such goods shall be sold to the public. We respectfully urge our Representatives and Senators to favor and vote for this bill.

The following resolution introduced by Mr. Louis Luckhardt, of Pittsburgh, Pa., has received the endorsement of the committee:

Resolved, to prevent the so-called practice of peddling bids by some general contractors, that the National Association present to the American Institute of Architects, asking them to insert and make a part of all specifications the following:

The general contractor shall submit to the architect a list of all sub-contractors whose bids he used in compiling his estimate.

The following resolution offered by W. F. Angermeyer, Pittsburgh, Pa., is approved by the Committee:

WHEREAS: Owing to the fact of there being so many cheap, inferior brands of tin plate on the market, which have proved injurious to the trade; therefore be it

Resolved, that this question be taken up by the Joint Committee on Tin Plate; and be it further

Resolved, That it is the sense of this Convention that the manufacturer's name, base plate and weight of coating be stamped on every plate.

The following resolutions were offered by the Committee:

Resolved, That the work done during the past year, through the office of the National Secretary, in securing for our members reduced rates on liability insurance, has been of much financial benefit to members of our Association, and we urge our members to avail themselves more fully of this very unusual opportunity of securing safe and sound insurance at largely reduced rates.

Resolved, That the recommendation of our President, that the Apprenticeship Committee be supported in a substantial way, be endorsed, and the incoming President and Secretary be authorized to use every endeavor to assist the Apprenticeship Committee, if the finances of the organization will so permit.

Resolved, That we respectfully request the American Institute of Architects to combine all sheet metal specifications under one general heading, with sub-heading for each contract, as specifying under various headings leads to confusion in estimating.

The above resolutions were adopted.

A resolution recommending the revision of the National Constitution and By-Laws, with the aim of issuing State charters in every State where there are two or more locals, and giving representation to the National Conventions from State bodies and reducing the National officers to a President, Vice-President, Secretary and Treasurer, and that each State Association elect a National Vice-President; these, with the National officers to constitute the Board of Directors of the National Association, had been considered by the committee.

The Resolutions Committee recommended no action on this resolution because it changes the Constitution or Charter of the National Association, which could only be done by the State in which the National Association is chartered, the number of officers being fixed in the Charter.

The resolution brought on a long discussion. Some were of the opinion that the time was ripe for organizing State Associations, and that the present Constitution and By-Laws of the National Association did not provide sufficient representation in the National Conventions, nor the supervision necessary for State associations.

The resolution, carrying with it the entire subject of State associations, representation and supervision, was referred to the incoming officers, with instructions to give the subject most serious consideration during the year.

Five members from Texas had offered a resolution that the Board of Directors be instructed to use diligent care in selecting dates for our Conventions, and consult with the officers of other allied trade organizations, so as to avoid conflicting dates with the Conventions of Master Plumbers, Master Steamfitters and Hardware Merchants.

The Resolutions Committee reported: The Board of Directors do not set the date of our Convention, the same being fixed by the Constitution and By-Laws.

No action recommended, which was approved.

Chairman Hussie: The following resolution was presented to the committee through the Convention:

WHEREAS: At the last Texas State Convention, held at Fort Worth, Texas, a resolution was unanimously adopted to petition the National Convention of Sheet Metal Contractors' Association to be permitted to retain fifty per cent. of their per capita tax for propagation purposes, and

WHEREAS: The Texas Association so far has paid all the expenses of organization and propagation, and

WHEREAS: The Texas Organization desires to remain loyal to the National Body, and by using this fifty per cent. per capita tax to enlarge the usefulness of the organization as a whole to the State, as well as to the National, therefore be it

Resolved, That the National Convention, now in session, do grant the petition of the Texas Sheet Metal Contractors' Association, and they be permitted to retain 50% of their per capita tax for the purpose stated in these resolutions, and be it further

Resolved, That these resolutions be in full force and effect until such a period that the National Convention at its regular session may deem it necessary to revoke them.

The committee have a resolution to report on this matter, which, we think, will cover it, viz.:

Resolved, That on the subject of per capita tax to be collected from members of State Associations, we believe that it would be unwise and impractical to refund any portion of such per capita tax. It would result practically in reducing the per capita tax in all States, having a State organization, to a point so low that the National Association could not be maintained. Any State could, with only one or two locals, organize a State association, and thereby defeat and annul the referendum vote taken last year, by which the per capita tax to the National Association was made \$3.00. We believe, however, that where a State does actual organization work, thereby saving the National Association

the expense of such organization, that such State organization should be remunerated for such organization work and believe that the recommendation of President Daugherty, that in such case the State association be allowed the \$3.00 per capita tax dues collected for the first year from each new member thus obtained, is a good one, and that some such measure should be adopted.

Zay Smith:—In view of the fact that Texas has done its own organization work and has borne all of the expense without any assistance from the National Association, we feel that we are entitled to the amount that is justly coming to our State for State organization purposes. So far as the amount of the per capita tax is concerned, I do not believe there is a member in Texas—I know there is not one in San Antonio—that cares whether it is \$3.00 or \$10.00. If the per capita tax is not enough, we suggest that you increase it, but give us back what is coming to us.

Geo. P. Werner:—I do not believe in the idea of refunding any money to us in Texas. I believe that we ought to be able and capable of taking care of our own State association. When the referendum went out asking the different associations to raise the National per capita tax to \$4.00, I was called down. I think it little enough for us to pay fifty cents a month for the privilege of belonging to this National Association, and if we cannot run it for that amount, let us assess ourselves for more.

President Daugherty:—Don't you think it would be wise to get more membership before we reduce the funds in the treasury? Would not the recommendation, to retain the first year's per capita tax for all new members brought in, if they were doing so much work, take care of the expense? Are you not impoverishing the Association on something that's speculative, on a membership that has not yet been secured?

B. W. Evans:—There are many members in our section that do not want to give up the \$3.00 per capita tax and work it so they get behind and will not have to pay it.

C. B. McDole:—It is the interest created within the State association that will cause the National Organization to be greater than it is at present. The larger the State associations; the stronger the National Association will be. Michigan has no objection to paying \$3.00 per capita tax. We have \$3.00 local and \$3.00 State per capita tax. Detroit has \$10.00. So far as paying the National Association \$3.00, it is a small amount for the good that is forthcoming, with the State and local Associations working together as they should.

P. F. Brandstedt:—If somebody should come in that door who did not know us, they would say we were the biggest beggars they ever saw. The idea of squabbling about the per capita tax! You have had Texas organized as a State Association for some time; the State of Wisconsin has been organized and never said a word about \$3.00 per capita tax; they came in and that's the thing; come on in, you will make more money and you will never quibble about \$3.00.

J. A. Jones. An association, with which I am connected, met in New Orleans last February, and our National dues were \$13.50. We pay that for the benefit we get from the parent organization, Are not the benefits derived from the National Association worth the amount of money the States are spending? What can you expect to get for \$3.00? I think, as business men, we are here for the benefit of our own business, and it is nonsense to parley over \$2.00 or \$3.00 per capita tax, when we are getting advice from every section.

The report and recommendation of the Resolutions Committee on the above resolution were unanimously adopted.

The Convention adjourned to participate in the Annual Association Outing.

A boat ride was taken up the Ohio River on the Steamer "Island Queen" to Coney Island. All the amusements at this resort were free to the

members and guests. At 6 o'clock, nearly six hundred sat down to the annual banquet. E. W. Edwards was toastmaster. John H. Hussie, on behalf of the Convention, presented President J. A. Daugherty with a handsome gold watch. Mrs. Daugherty was presented with a Lavalier by Geo. Thesmacher.

FRIDAY, JUNE 19th.

The Convention convened at 10:00 a. m., with President J. A. Daugherty in the chair.

The acts of the officers and trustees during the year were approved.

The President introduced Frank K. Chew, of the *Metal Worker*.

Frank K. Chew. This Association needs two things—enthusiasm and membership. You cannot have one without the other. If you utilize the Tenth Anniversary of this Association as something to talk about all over the country, and to bring to the attention of the new members in general what the Association has achieved since it came into existence, you can certainly secure the cooperation and support to which you are entitled. I think one of the slogans you might adopt when utilizing this opportunity of celebrating your Tenth Anniversary would be, "1,000 new members during the year".

The President introduced L. O. Morney of *Sheet Metal*.

L. O. Morney:—I want heartily to endorse Mr. Chew's plea for enthusiasm; you want more of it and more of the spirit of personal service. The man who takes the position that society owes him a living fails to realize that if he were to live a thousand years he would still owe a debt which he could never repay to society.

I venture to say that this National Association is more of a trade bulwark than most of us realize. I also venture to say that there are men outside of the membership, who have been personally benefited, who have not contributed a dollar or a minute of their time to its support or maintenance.

The President called for the report of the Committee on Resolutions, which was as follows:

Resolved, That a rising vote of thanks be tendered to President J. A. Daugherty for his untiring efforts to build up the Association and his genial manner toward each officer and the members of this Organization during the past year; and that thanks are also due to all officers and committees who assisted President Daugherty in his good work.

Resolved, That the manufacturers, jobbers and exhibitors who have assisted with both moral and financial support to make this Convention a success are worthy of substantial support at the hands of our members, and that a suitable letter of appreciation be sent to each of the above mentioned.

Resolved, That our belief in the usefulness, stability and future of our Association is greater today than ever before, and we hereby declare our unflinching allegiance to the principles of our splendid Association.

Resolved, That our thanks are due to the people of Cincinnati and to His Honor, the Mayor, for the very hospitable reception received by our Convention.

Resolved, That our thanks are due to President E. W. Edwards, his able lieutenants and all those who assisted, in any way, toward this, the very best, reception and entertainment our Convention has ever received.

Resolved, That our thanks are due to Mrs. C. H. Fitzwilson and her splendid Committee for the handsome entertainment accorded our visiting ladies.

Resolved, That it is the sense of this Convention that a vote of thanks be given the daily press of Cincinnati and the different trade journals represented at the Convention.

Resolved, That a special vote of thanks is due for the handsome floral tribute, offered our President, by the Cincinnati Entertainment Committee.

The above resolutions were adopted.

On behalf of the Committee, Chairman Hussie presented the following resolution, which was adopted by a rising vote :

Resolved, That it is with great sorrow we learn of the very serious illness of our good friend and loyal member, Ferd. F. Verges, of Cincinnati, and that the prayers of the members of this Convention should be offered for his speedy recovery ; be it further

Resolved, That a copy of this resolution be sent to the family of Mr. Verges.

Resolved, That the thanks of this Association are due the National Warm Air Heating and Ventilating Association for the work it has thus far performed, looking toward the elevation of the warm air furnace business to a higher plane in the field of heating to which its intrinsic merit entitled it.

Resolved, That we pledge the National Warm Air Heating and Ventilating Association our undivided and enthusiastic support and urge all our members to co-operate in this movement.

WHEREAS, Metal windows, doors and trim, are now being largely installed by carpenters, to the exclusion of sheet metal workers; be it

Resolved, That this work belongs legitimately to the sheet metal contractor and the sheet metal worker; and be it further

Resolved, That our National officers be instructed to take this matter up with the manufacturers of this material and with the American Institute of Architects, and represent to them that we consider it absolutely unfair for the former to sell to carpenters or general contractors, and for the latter to make specifications that admit of this work being classified other than under the heading of sheet metal work.

WHEREAS, The Nebraska Retail Hardware Mutual Insurance Company has recently made it possible for members of the National Association of Sheet Metal Contractors to become associate members, and thereby avail themselves of the opportunity of obtaining fire insurance at about the actual cost; be it

Resolved, That we recommend this matter to the serious consideration of the members of our Association and urge that they investigate what this company has to offer in the way of saving on this important item of overhead expense.

The Convention went into the nomination and election of officers. Wm. B. Marche, Washington, D. C., was made judge ; E. S. Bortel, Philadelphia, Pa.; Rudolph Jobst, Peoria, Ill.; Claude McSherry, Dayton, O., tellers.

President Daugherty refused to again be a candidate.

The election resulted as follows :

President—Paul F. Brandstedt, Washington, D. C.

First Vice-President—Julius Geroch, St. Louis, Mo.

Second Vice-President—K. I. Willis, Moline, Ills.

Third Vice-President—T. P. Walsh, San Antonio, Texas.

Fourth Vice-President—James J. Dalzell, Youngstown, O.

Secretary—Edwin L. Seabrook, Philadelphia, Pa.

Treasurer—W. A. Fingles, Baltimore, Md.

Trustees—G. G. Jones, Racine, Wis.; H. W. Michael, Denver, Colo.; J. A. Daugherty, Nashville, Tenn.

The selection of the Convention city for 1915 was taken up. Peoria, Illinois; Denver, Colorado; and Chattanooga, Tennessee, were nominated.

Denver was selected on the first ballot.

The Convention recessed to accept the invitation of the American Rolling Mill Co., of Middletown, Ohio, to visit their plant.

The official photograph was taken.

Nearly four hundred were taken on a special train to Middletown, luncheon being served on the train. After inspecting the plant, the Convention (together with the guests and visitors) assembled in the banquet room, where addresses were made by the officers of the American Rolling Mill Co.

President Daugherty installed President-elect Paul F. Brandstedt, who in turn called the other officers and Trustees to the platform and installed them into their respective offices.

The minutes of the sessions on Thursday and Friday were read and approved.

"Auld Lang Syne" was sung, the Convention adjourned and took the special train for the return to Cincinnati.

LIST OF EXHIBITORS

AMERICAN SHEET & TIN PLATE Co.,	Pittsburgh, Pa.
AMERICAN ROLLING MILL Co.	Middletown, O.
CINCINNATI FIREPROOF DOOR Co.,	Cincinnati, O.
DIECKMAN Co., F.	Cincinnati, O.
DANZER METAL Co.	Hagerstown, Md.
DOUBLE BLAST MANUFACTURING Co.	Chicago, Ill.
EDWARDS MANUFACTURING Co.	Cincinnati, O.
ESTATE STOVE Co.	Hamilton, O.
ECONOMY FURNACE Co.	Columbus, O.
FARQUHAR FURNACE Co.	Wilmington, O.
GRYFON PAINT Co.	Cincinnati, O.
C. C. HUSSEY Co.	Pittsburgh, Pa.
HUENEFELD Co., THE	Cincinnati, O.
HISEY-WOLF MACHINE Co.	Cincinnati, O.
IDEAL HEATING Co.	Columbus, O.
JOHNSTON PAINTS Co., R. F.	Cincinnati, O.
LUPTON'S SONS Co., David	Philadelphia, Pa.
MONROE FOUNDRY & FURNACE Co.	Monroe, Mich.
METAL WORKER	New York, N. Y.
NEWPORT ROLLING MILL Co.	Newport, Ky.
NATIONAL PAINT & VARNISH Co.	Cleveland, O.
OHIO BRASS & COPPER Co.	Cincinnati, O.
OSBORN, J. M. & L. A.	Cleveland, O.
PARKER SUPPLY Co.	New York, N. Y.
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Target-and-Arrow Roofing Tin



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Architects, Whitfield & King, New York
Roofers, W. H. McCuen, Washington

THIS illustration shows the ribbed effect secured by laying tin roofing over wood strips or battens. This is an easy form of roof to apply, and we shall be glad to send detailed instructions to any one interested.

A lighter ribbed effect is obtained by applying the tin with ordinary standing seams, the usual practice on steep roofs. For roofs with a slope of less than two inches to the foot, flat seam tin roofing is recommended.

The upper deck of the roof shown in the illustration above is laid with flat seams.

A roof of Target-and-Arrow tin combines many advantages. It is light, neat, clean and loses nothing in appearance with age. It is easily applied, is adaptable to any surface from flat to vertical, and is easily repaired if damaged.

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It is incombustible, and prevents the spread of fire, after the same manner as a tin covered fire door.

It is not affected by heat or cold, and it affords excellent protection against lightning. It is proof against all attacks of the weather, and remains so as long as it covers the building, its durability being shown by many old roofs still in good condition after more than sixty years' service.

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